"Diff Files" for NARA 2025 Documents Release JFK Assassination Records

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> maryferrell.org theblackvault.com github.com/vslavik/diff-pdf opencv.org

This file highlights differences between the 2025 release, and previous releases.

Red: Newly revealed in 2025.

Blue: Present in earlier releases, but not in 2025.

Blads: Unchanged between versions.

For Original Documents visit: archives.gov/research/jfk/release-2025

Notes:

Black text on a blue background inidcates content that was previously redacted using black ink.

I did my best to be accurate in revealing what is new, but please confirm with the original sources where accuracy is essential.

Created by: x.com/hlywdufo

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FROM: EXFESSINED EXDIPERS, EXDIPER, DRICPD, CCS/CSB, DED/NOC

SUBJECT: ADMIN BEHANK HOGAME - THOMAS BACASESIN (P)

- 1. ACCORDING TO MOC ON THOMAS H. CASASIN, RTACTION OBLIGATION TO REIMBURSE CASASIN FOR COST OF SHIPPING UP TO ONE THOUSAND
 (1000) POUNDS OF MHES FROM FRANCE TO WODUAL, EXPIRED AS OF 31
 DECEMBER 1977. ACL OTHER COMMITMENTS, INCLUDING EXTENSION OF
 CASASIN'S SERVICES UNDER MOC, EXPIRED 31 DEC 77 ALSO.
- 2. FYI: UNSAVANT PROJECT FOR CASASIN WAS TEPMINATED AT END OF FY 76 REPEAT FY 76. PROJECT FILE BEING CLOSED AS ALL ASPECTS OF THIS CASE TERMIN ATD.
 - 3. FILE: 029-006-252/2; 201-0933259. E2 IMPDET.>
 ORIG: E/F/S (SANDY DELONG X9487 14 APR 78); COORD: C/E/D/PERS.
 (DUTER), E/D/BF (YOW), OP/CPD (BROOKS), CCS/CSB (FOR INFO),
 DED/NOC (FOR INFO); REL: C/E/F (HORNSTEIN). CL BY 061308.

END OF MESSAGE

SECRET

MEMITALDUM CZ OZAL COMITYEM

		DAS	E 27 5 1: 1975	
TO.	OFFICE OF FINANCE			٠.
VIA:	CHIEF, EUR AND CONTRACT PERS	OTHER DIVISION		
			and a large of last the last t	٠, , ,
FROM:	CONTRACT APPROVING OFFICER, SECURIZED APPROVING OFFICER, SECURIZED APPROVING OFFICER, 1: EUGAGE APPROVING OFFICER,	(Indepe	ndent Contractor)	
1. TE	M AND ACTIVITY CHARGE - Subje	er individual has been en	gaved under oral contract	
for ne	under Activity	effective 1 Jul	y 1975 :: XXXXXXXXXXXXXXXXXX	unt
CO	pleced but Kit To Expr	PA 37 Die allbra 197	77- CHO)
2. SEG	URITY APPROVAL - The appropri- d. Type (former Career da	ste security approval for ted	subject's use has been	in a
3. CI1	TZENSHIP - Subject (is) (Ish	of) a WODUAL Citizen:		
	PENSATION - Subject will be po		in	
currenc	y. Describe any other compensurency conversions or other	sation in the nature of b	onus comuitments, gifts,	•
cal .	-		TTIM DIFF	•
	ES - Explain method of collect /A, FR 20-18d applies, to be o		FIAT PATE	•
6. QUA	RTERS AND/OR SUBSISTENCE - Qua	rters Allovance N/A	per_	•
	Subela	tence Allowance	per	· ';
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<u>.</u> <u>b</u> .	Other operational expenses (will) (will not) be reimb	ursed.	
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from ka	o 1000 (one thousand) points o	(Scheduled for 31	May 1977)	
. CONT	INGENT OBLIGATIONS - (Not pro	cised Subject but may have	e to be met) *Describe	
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O COMI	MENTS OTHER THAN THOSE DESCRI	BED ABOVE HAVE BEEN MADE	TO SUBJECT.	
· .	S IN STEEL ST.	SIGNED:	W.7. 113.117-	
	1 1/2	Case Office		
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	pecial Contracting officer		secting Officer	
Certain etirence	special benefits or commitment, death, disability, missism	ts require prior Readquar	ters approval i.e., leaver escrow accounts, bitizen-	
ip essi	stance, emergency assistance,	shorter payments, and other	r unusual Items.	
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	CONCURRENCE		INFORMATION		SIGNATI	FRE .
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Remarks: Recommend AD/Pers approval (albeit retroactively) of the attached request from the Chief, EUR Division to extend the MOC for Thomas B. CASASIN (P) as an independent contractor without compensation beginning 1 July 1975. The only benefit payable under the MOC will be a taxable payment for the shipment in 1977 of 1,000 lbs., of personal effects from Paris to the United States. Subject, now age 52, retired under CIARDS 28 June 1974 as a GS-15 (Step 10) career associate. On 24 June 1974, D/Pers approved a request to engage him as an independent contractor for a one-year period beginning 1 July 1974 at an annual fee of \$5,000.						
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76-376

P. S. JAN 1978

MEMORANDUM FOR: Director of Personnel

VIA:

Deputy Director for Operations

FROM:

Chief, European Division

SUBJECT:

Request for Extension of the Services of Thomas B. GASASIN (P), Retired Annuitant, under a Memorandum of Oral Commitment

- 1. Action Requested: Your approval is requested to extend the services of Thomas B. CASASIN (P) under a Memorandum of Oral Commitment for the period 1 July 1975 to 31 December 1977. The only compensation to CASASIN would be money equivalent to shipment costs for a maximum of 1,000 pounds of personal effects from Paris, France, to the United States. Since CASASIN is an Independent Contractor, the amount of meney given CASASIN will be considered taxable income for tax year 1977.
- 2. Basic Data and Background: CASASIN, born 20 January 1924, has been employed by the Agency since 1949. Twelve years of this period were spent as a Staff Employee, seven of which were at Headquarters and five years, 1955-1960, were spent in Tokyo. In 1962 CASASIN was assigned to Paris under nonofficial cover as a Staff Agent. In 1972 he was converted to Career Associate status to coincide with his cover employment with UNICSCO, a position he attained on his own initiative. CASASIN retired as a GS-15, Step 10, on 30 June 1974 and with proper Headquarters approvals was utilized by Paris Station as an Independent Contractor, effective 1 July 1974. His compensation was in accordance with the 90 percent provision of HR 20-13 a(1) (c) (1).
- 3. Staff Position: Due to his growing employment involvement at UNESCO, CASASIN requested, and the Paris Station agreed, not to renew his written Independent Contract, due for renewal 1 July 1975. However, since CASASIN is willing to meet informally

E2 IMPDET CL BY 057567

SECRET

with the Station, the Station requests a Memorandum of Oral Commitment to be effective for the period CASASIN remains in UNESCO's employ, which is expected to terminate in 1977. CASASIN's experience as an Operations Officer and, specifically, experience and operational contacts derived through his present employment position in Paris are sufficiently valued by the Paris Station to request the continuation of CASASIN's services under a Memorandum of Oral Commitment.

4. Recommendation: Your approval is requested to continue CASASIN's services under a Memorandum of Oral Commitment for the period 1 July 1975 to 31 December 1977 with total compensation being money equivalent to the cost of shipping a maximum of 1,000 pounds of personal effects from Paris, France, to the United States.

William W. Wells Chief, European Division

CONCUR: Deputy Director for Operations	17F/ 147
APPROVED:	25 FET
H Director of Personnel	Date
DISAPPROVED:	Tank to
Director of Personnel	Date

Secret

MEMORANDUM FOR: Chief, Contract Personnel Division

THROUGH : Career Management Group; Contract Personnel Branch

SUBJECT : Thomas B. CASASIN (P)
Termination of contract

This is to advise you that Thomas B. CASASIN'S (P) contract expired 30 June 1975. It is requested that CASASIN'S contract be terminated effective that date.

Gerald K. Hughes, Jr. Chief, Personnel Section European Division

APPROVED:

E2 IMPDET CL BY 027164 CONFIDENTIAL

28 JUN 1974

MEMORANDUM FOR : Deputy Director for Management and Services

SUBJECT

Request for Voluntary Retirement -Mr. Jacques C. Richardson Casasin Honos D.

- 1. This memorandum submits a recommendation for your approval in paragraph 3.
- 2. The employee named above has applied for voluntary retirement under the provisions of Headquarters Regulation 20-50h.

Grade: GS-15 Equiv. Position: Career Associate

Career Service : Operations
Office/Division : Europe Division

Date Requested for Retirement: 28 June 1974

Age at that Date
Years of Creditable Service
Years of Agency Service
24

Years of Agency Service : 24
Years of Qualifying Service : 19

3. The applicant's Career Service and the CIA Retirement Board recommended that the request be approved. I endorse these recommendations.

B. De Elice

4. The recommendation contained in paragraph 3 is approved:

And Corola I. Droymman

Deputy Director for Management and Services

Date

CONFIDENTIAL

3505 (4-74)

2.2 IMPLET CL 0. 026658

- Return to Director of Personnel

- 1 Applicant
- 1 ROB Soft File 1 ROB Reader

OP/RAD/ROB/WFMadigameam/3257 (27 June 1974)

CERTIFICATION BY THOMAS B. CASASIN CARFER ASSOCIATE, AS TO EXPENDITURES OF ADMINISTRATIVE ALLOWANCE

I certify that the Administrative Allowance payments made to me in accordance with the provisions of the Addendum to the Agency contract dated 5 August 1972 and any amendments and extensions thereto have, to the best of my knowledge and belief, been used substantially for the purpose for which provided and have not accrued to my personal advantage or enrichment.

SIGNED

Date

Thomas B. Casasia

EZIMPDET CL by: 063837

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NEED TO KNOW DATE WHEN CASASIN WILL CONCLUDE UNCAIRD EMPLOYMENT. SECTION I (C) NOC STATUS REPORT FORWARDED REF B STATES HE ON THREE-YEAR EXTENSION CONTRACT WITH UNCAIRD TO END JUNE 1977. PLS ADVISE. EZ IMPDET.A

> CHG/NOC GEORGE HARLING (PHONE)
> E/NOC & Sullware E/BF P. yew

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S E C R E T 1310032 MAY 75 STAFF CITE PARIS 56954 TO I DIRECTOR. NO DEEP ADMIN

- 1. THOMAS 8. CASASIN HAS GIVEN NOTICE THAT HE DOES NOT INTEND TO RENEW HIS CONTRACT WHICH TERMINATES 30 JUNE 1975. HE CITES HIS GROWING INVOLVEMENT AT UNCAIRD AS THE REASON.
- 2. HE HAS AGREED TO FUTURE MEETINGS WITH STATION

 OFFICERS ON AN INFORMAL BASIS. FOR HIS CONTINUING

 COOPERATION HE ASKS ONLY THAT HIS ENTITLEMENT FOR

 SHIPMENT OF HEE TO THE U.S. BE KEP OPEN UNTILHE

 CONCLUDES HIS UNCAIRD EMPLOYMENT. STATION WILL WRITE

 A MOC COVERING THIS CONTINGENCY. PLEASE ADVISE YOUR CONCURRENCE.

 E-2 IMPDET

2. This is a rowind assess 3. Other payroll factors pertinent to this is follows: Execution Execu	DATE: 10 Hay 1975
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MEMORANDUM FOR: Director of Finance		
ATTENTION : Chief, Compensation	and Tax Division	
THROUGH : Chief, Contract Pens	onnel Division	
SUBJECT : Tax Assessment for _	Thomas B. CISASTI (T)	د از آن از آن از این از آن از
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E 2. IMPDET CL 5" 007622

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT : Thomas B. CASASIN

PERIOD COVERED: January - June 1974

Although I have been the Station case officer for Subject only since January 1974, I have been acquainted with his performance for the Station for the past 5 1/2 years through my assignment in the French Branch at Headquarters and, for the past 2 1/2 years, as the Station officer responsible for UNCAIRD operations. I have always considered CASASIN to be a highly skilled, experienced senior case officer thoroughly devoted to the work of BKHERALD. He is becoming increasingly effective in his present cover position at UNCAIRD, operating against both Soviet and PRC targets, and I am delighted that he has agreed to continue his cooperation with the Station as a field agent following his retirement from BKHERALD effective 30 June 1974. CASASIN can look back with pride over his years of service with BKHERALD but he can also look forward to additional years of highly useful, productive work for Paris Station.

CASASIN's attitude can best be summed up by a comment on my first operational meeting with him following his official retirement. He instinctively went immediately to a discussion of operations, not of retirement. I am confident that CASASIN will continue to be a highly motivated, effective asset of Paris Station, and I wish him well.

John H. Kenney Operations Officer

SECTION D

The attached Memorandum in Lieu of a Fitness Report should be read in conjunction with the NOC Status Report on Subject for the period ending 31 March 1974: these reports overlap somewhat in the period covered. As has been indicated by both Russell N. SKOGSBERC who prepared Section I, and George T. HEMSLEY, who prepared Section III of the NOC Status Report, Subject is an impressive officer who has developed superb cover for himself but who has been only reasonably effective in identifying, developing and turning over useful access agents to the Station. While endorsing the general thrust of the Memorandum in Lieu of a Fitness Report, the undersigned also feels that Subject should bring a sharper focus to bear on developing in-depth relationships with those persons who have the potential of becoming quality access agents to priority targets. Subject meets and knows many people in his milieu, including Sovicts; he reports in considerable volume on these contacts. We encourage him to concentrate on a few of these contacts and to plumb them to their depths. The undersigned joins SKOGSBERG in wishing Subject well and in paying recognition to his motivation and his attitude.

Subject's Specific Duties remained essentially as described in his previous Fitness Report (for the period 1 January - 31 December 1973). I would rate him on these Specific Duties as he was previously rated.

/s/ Oleg Selsky
Operations Officer

CONFIDENTIAL

	FITHESS REPORT - FIELD TRANSMITTAL
that a complete an sition of informatic playees may jeopa	SPECIAL NOTE. be prepared with due regard for security considerations. For example, in the case of administrative and su, whose duties do not in themselves reveal sources of information and methods of operation, it is normally expecialistic statement of specific duties may be reported in Section B. However, the nature, source, purpose or do operations will not be included. On the other hand, the description of specific duties of certain other ize security and should not be fully reported on this form. In these cases, general statements of specific dection B indicating the level of responsibility.
will be included in	INSTRUCTIONS
SECTION A. SECTION D.	of the Fitness Report will NOT be completed by field personnel. rms 2, 3, 7, and 8. rms 1, 2, and 3 (Only in respect to "Typed or Printed Name and Signature")
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TEPORT HAVE BE	TACEPT FOR FILMS OMITTED UNDER THE ABOVE INSTRUCTIONS. ALL ITEMS APPEARING ON THE ATTACHED FITS COMPLETED UNDER PROVISIONS OF CURRENT TYSTRUCTIONS OR REGULATIONS.
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DATE	Edward J. HEROSIAN TOWARD (Crow

	SUBJECT : Tax Assess			
1. A flat rate percentage covert tax assessment of this individual gross taxable Agency entitlements has been approved as indicated below. This rate is to be applied to the individual's gross taxable earnings. Assessment Rate (Percentage) Lighteen and seven-tenths (19.7) 2. This is a revised assessment. 3. Other payroll factors pertinent to this tax assessment action as follows: Executive Secretary Covert Tax Board CONTRACT APPROVAL: 25 JUL 1974		ent for	Timphas B. CASASIII 🗆	·
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S E C R E T 2811872 SEP 74 STAFF
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TO: DIRECTOR.

ADMIN PERS

REF: DIRECTOR 599151

EDWIN L. HAURONIC WILINESSED SIGNING OF CASASIN'S

SECRET

MEMORANDUM FOR: Chief, Contract Personnel Division

THROUGH

CMG/CP

SUBJECT

Inclusion of HHE shipment in contract for Independent Contractor, Thomas B. CASASIN (P)

- 1. It is requested that the new contract for Thomas B. GASASIN (P) include shipment of HHE for him and his dependents and POV as well as storage of household effects.
- 2. CASASIN retired from the Agency 28 June 1974, and by regulation is entitled to movement of HHE up to one year. An extension of an additional six months can be requested, but beyond that CASASIN would not be covered.
- 3. EUR has been granted approval to hire CASASIN under a Paris Station project. His cover job contract has been approved until May 1977, at which time he plans to return to the United States.
- 4. Therefore, EUR recommends his contract include the benefits of shipment of HHE, POV, and storage of goods to his place of legal residence upon the successful completion of his services.

George W. Owens Chief, Personnel Section European Division

CONCUR:

CMG/CP

19 JUL 1974

Date

E2 IMPDET CL BY 033769

CONFIDENTIAL

SUBJECT: (Opening)	<u> </u>			, KECO	RD SHEET
FROM				ENTENSION	
CCS/CSB GH-43 I	los.		·	Énna	CSB 74-254
TO: (Officer designation, room number building)		T .	DATE	5029	27 June 1974
	-	RECEIVED	POSWARDED	OFFICER'S	COMMENTS (Number each comment to show from to whom Digw a line across column other each co
0P/CPD 5E-69 Hqs.					
2.	·				This individual is being retained as an independent contractor after retirement.
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CSB 74-254

26 June 1974

NEMORANDUM FOR: Chief, Retirement Affairs Division

SUSJECT:

Mr. Jacques G. Richardson

- 1. This is to advise you that Mr. Richardson will be placed under the covert annuity plan administered by the Cover and Commercial Staff effective upon his retirement in June 1974. He has also been placed under the Combined Group Investments (C.G.I.) plan for hospitalization insurance.
- 2. All future correspondence with Mr. Richardson will be handled through the Cover and Commercial Staff.

GEORGE S. POWELL
// Chief
Cover Support Branch
Cover & Commercial Staff

E2 IMPDET CL BY 063851 Sal. 30000 90% 32400 ant 22-24 K. 8000 4 with 90% mb Thomas B. CASASIN 65-15 D.

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27 Jun 74 CML

2 6 JUL 1974

MEMORANDUM FOR: Director of Personnel

THROUGH : Deputy Director for Operations

SUBJECT : Request for Approval to Utilize

Thomas B. CASASIN (P) as an Independent

Contractor "

REFERENCE : DD/P 6-1818, 2 May 1966

- 1. Action Requested: The European Division requests approval to utilize Thomas B. CASASIN (P) as an Independent Contractor subject to the terms regarding employment of annuitants as set forth in the reference. CASASIN has just opted for retirement under the Agency Retirement Program effective 28 June 1974.
- 2. Basic Data or Background: CASASIN, born 20 January 1924, has been employed by the Agency since 1949. He held several positions in Headquarters and from February 1955 until October 1960 served in Tokyo. Until his departure for Paris he served as a Branch Chief in the then SR Division. In 1962 CASASIN was assigned to Paris under non-official cover as a Staff Agent to work on the Soviet target. He remained a Staff Agent until his conversion to Career Associate status in 1972.
- 3. Staff Position: In 1972, with Paris Station approval, CASASIN on his own initiative obtained an editorial position with IDENTITY. This cover job affords him the unique opportunity to establish and maintain contact and access to a variety of target personalities. Despite a heavy cover load, he has been able to make useful operational contributions

E2 IMPDET CL BY 055747

SECRET

Roosevelt

Archibald B. Roosevelt, Jr.

to the overall Station effort against the Soviet Bloc and more recently, the PRC target. His current appointment with IDENTITY has recently been extended until 31 May 1977. We would like to continue to utilize CASASIN's professional talents and his natural sustained access to priority targets in IDENTITY. CASASIN will retire at the GS-15 step 10 level. In accordance with Agency regulations CASASIN's proposed gross annual contract salary of \$8,000 plus his annuity will not exceed ninety percent of his salary at the time of retirement.

4. Recommendation: It is requested that approval be granted to employ Thomas B. CASASIN (P) as an Independent Contractor.

Concur:

Deputy Director for Operations

APPROVED:

Director of Personnel

Director of Personnel

Date

Chief, European Division

27 July 1974

Date

Date

Date

Chief, Contract Personnel Division

THROUGH O4G/CP

Termination of Contract for Thomas B. CASASIN (P) SUBJECT

This is to inform you that Career Associate Thomas B. CASASIN (P) retired from the Agency on 28 June 1974. His contract is terminated effective as of that date.

> Chief, Personnel Section European Division

Distribution: Original & 1 - Adse.

APPROVED:

/s/ Charles W. Sandman Special Contracting of

E2 IMPDET CL BY 033769

MÉNORANDUM PO	R: Office of Finance	
FRON	: Administrative Allowance Committee	
SÚRJECT	: Fixed Allowance Amendment for	
	Career Associate, Thomas B.	CASASIN
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Addendum remai	n in full force and effect.	, ,
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	BY Jan	E Monther
APPROVED:		
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EZIMPDET CL by: 663837

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MEMORANDUM FOR: Director of F	inance	Account of the con-	in the second	
ATTENTION : Chief, Compens	sation and T	ex Division		
THROUGH : Chief, Contract				
SUBJECT : Tax assessment	for Th	ORES B. CAS	ASIN	(b)
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ADMIN FINANCE WODE	ΕP	- 7.5 ° 6.6			

- 1. REQUEST THOMAS B. CASASIN FORWARD HQS ASAP COPIES OF HIS COVER PAY STATEMENTS FOR FEB & MARCH 73.
- 2. LATEST COVER PAY STATEMENTS INDICATE INCREASE ALLOWANCE OF ⇒260.67 FER MONTH MADE IN FEB OR MARCH 73. COVER PAY OFFSET 1 FEB 73 YAY RAVOS NO DESAB SIZYLANA . 65. LEL-SL¢ SAW ET THEZ ZI URHT 73 INDICATES OFFSET SHOULD HAVE BEEN 014.307.57. WHICH RESULTS IN REFUND DUE FROM CASASIN OF 41.676.29. NET PAY DUE NOW \$787.87 PER PAY PERIOD. ALL NET PAY DUE CASASIN WILL BE WITHHELD UNTIL REFUND .datedinall SI PS.474.16 - and
- 3. IF PROPOSED METHOD OF REFUND REPAYMENT CITED PARA 2 ABOVE UNACCEPTABLE TO CASASIN, PLEASE ADVISE. ES IMPDET.A

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	ed Allowance Amendment		
<u></u>	Career Associate, The	mas B. CASASDI	
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SECRET

E2IMPDET CL by: 026715

27 June 1973

MENURANDEM FOR: Office of Finance

IUN/Contract Personnel

SURVICCT Changes in Financial Analysis Number

Personal Services of Thomas B. CASASIN (P)

ORJECT CLASS:

It is requested that the cost of personal services for subject Career Agent
ENAMENTALYMENT be changed, effective the pay period beginning

from Financial Analysis Number 3131-4292

to 4136-4292 (UNSAVANT)

HUR DIVISION BUDGET OFFICER

SECRET

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7	INSTRUCTION
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The following Items of the Fitnes	Report will NOT be completed by field personnel presenting the report for from smittal to Headquorters
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Section D, Hems 1, 2, and	, Juniy in respect to typed or crimted Name and Signature
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	Thomas S. CASASIN
2. I CERTIFY THAT, EXCLPT FOR I NESS REPORT HAVE BEEN COMP	TENS OUTTED UNDER THE ADOVE INSTRUCTIONS, ALL ITEMS APPEARING ON THE ATTACHED FIT- LETED UNDER PROVISIONS OF CURRENT INSTRUCTIONS OF REGULATIONS
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	Reginald M. CUNION Required M. Gunio
DATE	TYPED ON PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL (In postularym)
31 January 73	Joseph il. RILANDER
· s · 7	SPECIAL NOTE

FORM 450 OGSOLETE PREVIOUS EDITIONS.

SECRET

Fitness Reports must be prepared with due regard for security considerations. For example, in the case of administrative and support personnel and others whose duties do not in themselves reveal sources of information and methods of operation, it is normally expected that a complete and realistic statement of specific duties may be reported in Section B. Example, the nature, source, purpose or disposition of information or operations will not be included. On the other hand, the position titles and description of specific duties of certain other employees may jeopardize security and should not be fully reported on this form. In these cases, general statements of specific duties will be included in Section B indicating the level of responsibility.

(4)

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ORM 45 CASCLETE PREVIOUS EDITION

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SECTION C

NARRATIVE COMMENTS

Indicate significant strength or reakinesses demanstrated in current position keeping in proper perspective their relationship to overall performance. Serie suggestions made for improvemental work performance. Give recommendations for training. Comment on foreign language competence, if required for current or sixtion. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duries and cost consciousness in the use of personnel sixties equipment and funds my sixty commented on it applicable. Their a space is needed to complete Section C. attach a separate their of paper.

During the period covered by this report, subject began a new job in an upper-level, executive capacity with an international organization. He obtained this job without BENERALD assistance and the salary offsets approximately ACL of the total cost of this activity. This cover tob was possible because of subject's extensive, solid background in scientific journalism and his French (luency, His cover is impeccable because he is capable of a first class, professional performance on this job and be was selected for the job solely on his professional qualifications in competition with other highly-qualified persons.

A solid cover situation is useful only to the extent that it serves as a base for BEHERALD activities. Deepite a full time job and unvitting superiors and co-vorkers, Subject has done a full time job for REBRALD. He has maintained an intensive dialogue with one Soviet official, frequent contact with others, and he is developing additional Coviet contacts in his cover organication. He has also established initial contacts with Chinese officials and has laid the foundation, through the cover organi acton, to develop and maintain direct and long-tens contact with coronia of these targets. He has been effective and ingenious in devising direct access to this difficult target and to others having access.

Subject devotes about SCI of his operational effort to the Seviet and Chinese targets. His operational reporting reflects these priorities and it is timely,

SECTION D	CERTIFICATION AND COM	MENTS TO THE TOTAL THE TOTAL TO THE TOTAL TOTAL TO THE TO
a	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. B. A	ND C'OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
. بنگير		
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEO OR PRINTED NAME AND SIGNATURE
		/s/ Joseph I. Saltsman
3.	BY REVIEWING OFFICIAL	· · · · · · · · · · · · · · · · · · ·
COMMENTS OF REVIEWING OFFICE	AL .	

During the period under review, this BOC moved into a highly a maitive but potentially very valuable new cover situation, in which he has infinitely greater access to Soviet and Chinese targets. The NOC is also superbly equipped to handle this new position, by wirtue of previous experience, linguistic competence and substantive knowledge of the field of endeavor. He should, in our judgment, do a first-class job, both for the cover employer, and for the Organization as well.

With respect to the specific duties set forth in the first section of this. report, this reviewer would not have rated specific duty number two at the "O"

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
;		/s/ Hugh R. Montgomery

SECTION C

NARRATIVE COMMENTS

complete and literate. Despite his relative isolation as a NOC, he is well aware of priority objectives, concentrates his efforts in these areas and does not waste time on operationally marginal activities.

As is normal in a NOC situation, subject has no supervisory duties with BNHERALD personnel but his cover job provides supervisory responsibility. Subject is meticulous in presentation of financial accountings and his operational expenses are modest. There are no administrative problems related to this project.

SECTION D (cont'd) REVIEWING OFFICIAL

level; in point of fact, it would, in the writer's opinion, merit a solid "S", but no more. Recognizing that such ratings are perforce subjective, and that the rating officer has a closer, almost daily experience factor, nonetheless, the reviewer simply does not believe that the written record of the NOC's accomplishments on the specific targets will support an "O" rating at this time. Even accepting the limitations which the cover situation imposes upon the NOC, hears still not performed in a manner which would correspond to the literal definition of "O".

Other than this divergency, the reviewer shares the laudatory comments set forth in the narrative on this NOC. He is all the things the rater has stated and more: highly intelligent, versatile, linguistically extremely well qualified, and professionally experienced in his cover role. He has begun very well to utilize this new cover position on the Organization's behalf, and it is quite accurate to note that the NOC landed this particular plum (in terms of competition for the cover vacancy) solely on the basis of his own demonstrated talents in the cover context.

In sum, this is an experienced, effective NOC, whose ner cover affords him an expanded natural access to a host of the Station's primary targets; he has begun to exploit this access in a sound, logical fashion, and the period ahead should further document the utility of his key situation to our operational programs. In fairness to all concerned, it is simply too early in this new position to attempt a definitive judgment of the depth of access which can be derived from it.

Comments by Chief, EUR France:

Although concurring with an overall rating of "S", I consider the "O" ratings for specific duties numbers one and two to be somewhat high and I recommend an "S" for both. Casasin certainly has maintained his cover and we anticipate he will be able to preserve it in his new job. He has just begun to initiate contacts with Soviet personnel of operational interest and it remains to be seen yow effectively Casasin can exploit this situation.

C/E/F

SECRET

ATTACHMENT - FITNESS REPORT - Thomas B. CASASIN (P)

NOCAD/MB REVIEWING OFFICER COMMENTS:

Whether Specific Duty No. 1 is rated "O" (as by the Station rator and reviewer) or "S" (as by the EUR Division reviewer), the fact remains that CASASIN is melding his overt life and operational activity against a primary Station target with a degree of success not often achieved by Agency officers.

CASASIN's response to requirements based in NOCAD achinistrative and managerial responsibilities has been prompt and efficient; in this additional specific duty we rate his performance "Strong".

In view of his initiative and compotence in a demanding and sensitive NOC assignment, NOCAD agrees with CASASIN's overall performance rating of "Strong".

/s/ Charles J. Beckman

1.0 APR 1973

Charles J. Beckman Chief, NOCAD/Management Branch

MEMORANDUM	FOR: Office of Final	ace
FROM	: Administrative	Allowance Committee
SUBJECT	: Fixed Allowan	ce Amendment for
	Garoor Accord	ete, Thomas B. CASASDI
l. Effecti	ve 14 February 19	, to offset dollar depreciation,
the fixed allowan	ice for Subject is revi	sed by substituting the figure 813, 654
for the figure	112, 234 ()
2. All oth	er provisions of the c	urrent Allowance Committee
	n in full force and effe	
		UNITED STATES GOVERNMENT
		By Kint Chilburgh. Contracting Officer
APPROVED:		
- time, G.	Shukary	. •
Allowance (Committee	

SECRET

EZIMPDET CLby 026715 MEMORANDUM FOR: Official Personnel File

SUBJECT : Richardson, Jacques F.

CASASON, T.B.

1. Studies in Intelligence is the Agency's quarterly professional journal. It publishes a wide variety of unique material—historical, analytical, technical, etc.—on all aspects of intelligence both as a profession and as a function of national security and foreign policy. Employees whose writings are accepted for publication make a valuable contribution to the Agency's work which ought to be reflected in their official files.

2. Accordingly, the Board of Editors wishes to record the fact that Studies in Intelligence has published the following material submitted by Mr. Richardson:

Article: "What to Do with Defectors" - Vol. V, No. 4 (Fall 1961)

Letter to the Editor - Vol. IX, No. 4 (Fall 1965)

HUCH T. CUNNINGHAM
Chairman, Board of Editors
Studies in Intelligence

Distribution:

.0 - Subject's Official File

1 - NOCAD/Pers

Thomas B. Casasin

 Date
 Action
 Conversation
 Grade

 15 MAY 72
 Career Agent
 33,260
 GS-15/

 7 JAN 73
 API
 34,971
 GS-15

AMENDMENT TO ALLOWANCE COMMITTEE ADDENDUM For Career Agent, Thomas B. CASASIN

Mr. Thomas B. Casasin

Dear Mr. Casasia:

Effective 7 September 1972, paragraph (A) entitled "Fixed Allowance" of your Allowance Committee Addendum dated 18 April 1972, is amended by substituting the figure \$12,234 for the figure \$11,769 to reflect your total HHE storage cost.

All other provisions of your Allowance Committee Addendum remain in full force and effect,

UNITED STATES GOVERNMENT

Signature

BY

Contracting Officer

Allowance Committee

Note: CASASIN was converted from Staff Agent to Career Agent status, effective is May 1972. The conversion does not affect any provisions of his Allowance Committee Addendum dated 18 April 1972.

EZIMPDET CLby 027015

1		FII	LD REASSIGNMEN	T QUESTIONNA	IRE	
		DO N	OT COMPLETE: FOR	MEADOUARTERS US	E CHLY	·
Thomas		asin	26 Sopt 73		E. Murphy	3 Oct 73
20 Oct	7 HEADQUAN		OPATA785	DATE RECEIVED 8	Y CARLLY SERVICE:	
			TO BE COMPLETED	BY DPLOYEE		,
20 Jan 24	etsion	ACC COR	Assoc, GS15	-4. STATION OR	Par is	Cuset of Coves UTICA I. D
IA. DATE OF PCS IN FIELD		o/a 15 Ha	y 197 0/0 25	IN AT NO	AFTER LEAVE	TO REPORT TO DUTY

PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

By two-year contract with UNCAIPD ends officially 14 Fay 1974; it is, theoretically, renovable.

Have continued my spotting and appeament functions, mainly of MEHAR H and TAPPLE individuals on a colected bacis but of third and fourth antionals as well. Have concentrated on two particular MRAREH targets, while assuming now cover responsibilities and managing a fairly largeecale, authentic cover property in the field of most communication. Have also responded to Etation investigative needs in fields other than my own, and have maintained a continuing relationship with a high-level, well placed FERA TH political-technical rangement perconality. Have slee developed a minor, yet well-placed Jones pernouality in the field of technical innovation and management.

Have arranged to travel to various venues of technical and scientific moetings for appropriate coverages of personalities or substance, es. the case required.

INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

I believe that there is none indicated at the present time, especially in view of the time and schedule demanded by my cover functions.

SECRET

10RM 202 :::::::

It think that in view of the difficulty of obtaining, through legitimate seeing, the kind of cover nonligation to have at the present time, I should stay where I say. Iliving said that, leadquarters may wish to give consideration to my soving to a position analogous to the one I have in snother or anization which is comparable in accome and coverent to what we know to be the case in Unical RD
I would like, at any rate, to be able to continue to use the French language operationally.
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENT FOR NEXT REGULAR ASSIGNMENT BY INSCRIING 1, 2, 8'3 (for lat; 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOU TOUR.
E EXTEND TOUR 6 to 12 MONTHS AT CURRENT STATION TO COL 74 - Apr 75
BE ASSICNED TO HOUSE SAGE TOUR OF COTY INDICATE SEA CHOICE OF DIVISION STAFF BE SEFFICE.
BE ASSIGNED TO ANGINE HELD STATION; INDICATE HARMEN TO CHOICE THE CHOICE TO CHOICE THE C
T RETURN TO MY CURRENT STATION
· · · · · · · · · · · · · · · · · · ·
TO BE COMPLETED BY FIELD STATION
12. THE CONSIDERATION OF THE EXPERIENCE AND PIRFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:
Station recommends approval of centension. If CASASIN retains present, excellent cover with intermational organization, it is a natural for coverage of primary targets.
La a dadula 100 Commage Of granding Caryesa.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S AFCOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING. HCS. approves 1:0140 leave in April 1974 and new tour.
He's different more reason an about and and and
DATE 19 10571 TITLE Parational OFFIGNATURE Livingie Galoy
FOR USE BY CAREER SERVICE
Home leave in April 1974 foliosed by a new tour.
IS. EMPLOYEE NOTIFIED BY DISPATCH NO. THE DATED:
CABLE NO DATED:
CAREER SERVICE REPRESENTATIVE:

CONFIDENTIAL

FITNESS REPORT IN CONSIDENTIAL is not adequate for the report when comp	7,
SECTION A. GENERAL INFORMATION	
1. EMPLOYEE NUMBER 2. MAME (host, first, middle) 3. DATE OF BIRTH 4. SER 2. GR	ADE & SD
128609 CASASIN, Themas B. 20 Jan 24 N GS-	19 0
7. CIRCLAL POSITION TITLE CARGOR ASSOCIATE DDO/EUR DAY 19	
10. TYPE OF APPOINTMENT 11, TYPE OF REPORT	
	
CAREER CAREER RESERVE ANNUAL 21-MONTH REASSIGN-MENT	SPECIAL
CONTRACT SPECIAL TEMPORARY 1 Jan 73-31 Dec 73 28 February 1974	
SECTION B PERFORMANCE EVALUATION	,
U-Unsatisfactory Performance is enecceptable. A risting in this caregory requires immediate and positive remedial across. The nature could range from countering, to further training, to placing on probation, to reassignment or to separation. Describe or proposed in Section C. M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and re-	action takes
taken or recommended should be described. P-Proficient Performance is satisfactory Desired results are being produced in the manner expected.	**
P—Proficient Performancé is satisfactory. Desired résults are being produced in the mannée expectéd. S- Strong Performance is character and the exceptional proficience.	
O Contraining Peria make a size exception to requirements of the work and in comparison to the performance of others work as to warrant special recognition.	daing similar
SPECIFIC DUTIES	
lst up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the monner in which performs EACM specific duty. Canader CNLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be held about the supervisory insurance of employees supervised).	rated an
PROFFIC DUTY NO. I	RATING LETTER
Maintenance of effective NOC status and functioning as a WOMACE officer in this situation.	o
PECIFIC DUTY NO. 2	RATING
Exploits his natural access to Soviet personnel for operational needs.	P
PECIFIC DUTY NO. S	RATING LETTER
Exploits his wide range of contacts inside and outside his cover organization for operational purposes.	ų
PECIFIC DUTY NO. 4	RATING
Makes imaginative use of cover position to meet Chinese officials	LETTER
at international conferences.	S
PECIFIC DUTY NO. 8	RATING
	LETTER
Operational reporting.	s
PECIFIC DUTY NO. 6	RATING
	i
	- 1
OVERALL PERFORMANCE IN CURRENT POSITION	
	RATING
the into occount everything about the employee which influences his effectiveness in his current position such as performance of specific duties, adultivity, conduct on job cooperativeness, pertinent personal traits or income, and particular limitations or talents. Based on your knowledge employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately, reflects his level of performance.	P

FORM ASN

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NARHAIN'S COMMENTS

Inguare tignit cart strengths ar meaknesses demontrated in eurient passica kezung in proper perspective their relationiship to overall performance. State washing made for improvement of work performance. Civil recommendations for their tripings. I demonship in including a familiar stripings with passical Ambility or explain techniqs vises in Section 8 to provide best for determining fitting perspected action. Majorer of performance of managerial or successively determining and cart experiences in the justice of periodical strengths. If explain the section of a successive determining the commented on, it applicable. If

During the period covered by this report, Subject has settled into his new cover job as an upper-level executive in an international organization. This salary offsets approximately 40% of the cost of maintaining this NOC in Paris. His cover is, however, excellent for other than financial reasons: Subject's experience and skills are such that he is admirably qualified to perform the job and is doing outstanding work in the eyes of his peers and supervisors, all of whom are unwitting. More importantly, it places him in a situation where he has normal, daily contact with numerous Soviet officials and by skillful use of his cover job he concocts logical reasons for contacting Chinese officials to whom he does not have natural access. In addition to direct contact to target individuals, Subject uses his position to spot and assess co-workers having access to Station targets.

The area of Subject's performance most in need of strengthening is follow-up development of operational targets. His cover situation is comewhat unique for a NOC in that it puts him in daily contact with his priority target group: Soviet officials and other potential agents having direct access to Soviet officials. This access is not fully exploited. He should make a concerted effort to expand social and/or business contacts with the four or five Soviet officials who work in close proximity to him and to seek out and assess eight or ten third

SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE 15 Feb 74 /s/ Thomas B. CASASIN BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION MONTHS EMPLOYEE HAS BEEN! UNDER MY SUPERVISION DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE /s/ Oleg N. Selsky Operations Officer for Joe Irl Saltsman BY PEVIEWIN'S OFFICIAL

I concur with the supervisor's letter ratings and with the substance of his narrative comments. Put as simply as possible, Subject has done an outstanding job in establishing superb access cover; it now remains for him and the Station to exploit it operationally. On the basis of his ability during the reporting period to establish meaningful relationships with target Soviets or to spot and assess leads to potential agents who can, Subject's retention is this assignment would not be justified in terms of costs. The 40% rebate does make this effort entirely defensible, however, but Subject should understand that we expect more concrete results now that his cover position has been

12 Feb 74

Deputy Chief of Station

/s/ John W. Berg

CONFIDENTIAL

SECTION C - Narrative Contents (continued)

country nationals who work in the same offices as these Soviet officials. The objective is more first hand reporting by Subject on Soviet officials and assessment reports on several of his co-workers who can be selected and recruited (based on his assessment reports) by other case officers to serve as access agents to Soviet officials.

Despite long service as an NOC, Subject's knowledge of and responsiveness to Organization priorities and requirements has not weakened. He concentrates on priority targets and his operational reporting is complete, on target and highly literate.

As is normal in an NCC position, Subject has no supervisory duties over Organization personnel although his cover job does include supervisory responsibilities. Subject is meticulous in his presentation of financial accountings and his operational expenses are modest. There are no administrative problems related to this project.

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FITNESS REPORT - FIELD TRANSMITTAL SPECIAL NOTE: Fitness Reports must be prepared with due regard for security considerations: For example, in the case of administrative and suppersonnel and others whose duties do not in themselves reveal sources of information and methods of operation, it is normally expetited a complete and realistic statement of specific duties may be reported in Section B. However, the nature, source, purpose or dissilion of information or operations will not be included. On the other hand, the description of specific duties of certain other playees may jeopardize security and should not be fully reported on this form, in these cases, general statements of specific duties included in Section B indicating the level of responsibility. INSTRUCTIONS The following items of the Fitness Report will NOT be completed by field personnel. SECTION A, items 2, 3, 7, and 8 SECTION D, items 1, 2, and 3 (Only in respect to "Typed or Printed Name and Signature") **Thomas B. CASASIN** L. CERTITY THAT, FACIFI FOR ITINS OMITTED OVER THE ANDYL INSTRUCTIONS OR REGulations. DATE TYPED OR PRINTED NAME AND SEGNATURE OF REVIEWING OF ICIAL (in pseudonym). Reginald M. GUNION TYPED OR PRINTED NAME AND SEGNATURE OF REVIEWING OF ICIAL (in pseudonym).		CONFIDENTIAL
Fitness Reports must be prepared with die regard for security considerations: for example, in the case of administrative and suppersonnel and others whose duties do not in themselves reveal sources of information and methods of operation, it is normally expetited and complete and realistic statement of specific duties may be reported in Section B. However, the nature, source, purpose or disting a minimal or operations will not be included. On the other france, the nature, source, purpose or disting an information or operations will not be fully reported in Section B. However, the nature, source, purpose or disting an information or operations will not be fully reported in Section. B. However, the nature, source, purpose or disting a full of the other france in the following security and should not be fully reported in Section. In these cases, general statements of specific duties included in Section B indicating the level of responsibility. INSTRUCTIONS The following items of the Fitness Report will NOT be completed by field personnel. SECTION A, items 2, 3, 7, and 8 SECTION D, items 1, 2, and 3 (Only in respect to "Typed or Printed Name and Signature") Thomas B. CASASIN Thomas B. CASA		FITNESS REPORT - FIELD TRANSMITTAL 10 70 74
personnel and others whose duties do not inthemselves reveal sources of information and methods of operation, it is normally expethed that a complete and realistic statement of specific duties may be reported in Section B. However, the nature, source, purpose or disting of information or operations will not be included. On the other band, the description of specific duties of certain other players may jeopardize security and should not be fully reported on this farm. In these cases, general statements of specific duwill be included in Section B indicating the level of responsibility. INSTRUCTIONS The following items of the Fitness Report will NOT be completed by field personnel. SECTION A, items 2, 3, 7, and 8 SECTION D, items 1, 2, and 3 (Only in respect to "Typed or Printed Name and Signature") 1. I CERTILY THAT I HAVE SEEN DATE THOMAS B. CASASIN 2. I CERTILY THAT, EXCIPITION ITEMS ONLITTED UNDER THE ANDVI INSTRUCTIONS, ALL ITEMS APPEARING ON THE ATTUCTIONS PATE TYPED OR PRINTED NAME AND SIGNATURE OF SYPERVISOR (in previous) Reginald M. GUNION		SPECIAL NOTE
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l August 1972

MEMORANDUM FOR: Chief, Transactions & Records Branch

FROM

: Contract Personnel Division

SUBJECT

CASASIN, TO

Contact C/CPD prior to servicing any request for verification of Agency service.

/s/ Don H. Luctocher

Dow ii. Lucticher
Chief
Confract Personnel Division

NOTE: Subject converted from Staff Agent status to Career Agent status effective 15 May 1972; this should be placed in his terminated Staff Agent file.

SECRET

GROUP I - Excluded from automatic downgrading and declassification;

1 August 1972

MEMORANDUM FOR: Chief, Insurance Branch/BSD/OP

This is to advise that Thomas B. CASASIN (P)
has been employed under an Agency personal services contract
effective 15 May 1972 The contract authorizes
participation in Civil Service Retirement, FEGLI and Federal
Health Insurance.

Subject's contract is the administrative responsibility of DDP/EUR

/s/ Pew H. Inglamber

Dow H. Luctscher
Chief
Contract Personnel Division

Former Staffer (Stf Agnt)

SECRET

GROUP 1 - Engleded from automatic deweigt stime and declaration to

		FITNESS	REPORT				006102	NUMBER
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	s Officer				HECK IN TYPE		Paris	
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. DATE REPORT	DUE IN O.P.			12.; R	EPORTING PER	100 (From-	1 0)	1,
31	March 1972			1	April 71	- 31 M	arch 1972	٠.
ECTION B			PERFORMANO			127.11		
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S-Strong			éephonal proficien		. 1 1			
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			SPECIF	IC DU	TIES			
			······				mployees supervised).	RATING
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CHOCA I

Reviewed by OP/SPD/PPE

ECTION C	 ` .	 HARRATIV	E COMMEN'

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. Give recommendations has training. Commend on foreign language competence, it required for current position. Amplify or explain ratings given in Section B to provide been board for current position. Amplify or explain ratings given in Section B to provide been board for current position. Amplify or explain ratings given in Section B to provide been board for current positions with the use of personnel, board corrections of the use of personnel, board expression of the conscious need to conscious and corrections of the use of personnel, board expression of the conscious of the use of the use

During the period covered by this report subject's job with a scientific publication was terminated for economy reasons. He has now, by his own efforts and with no BKTRUST help, obtained a similar position (as of mid-March the contract has not been signed but it is almost certain that he has the job) with an international organization. The job is at a professional level with a salary that will offset approximately 40% of the total cost of this activity. His French fluency and background in scientific journalism were instrumental in obtaining this job. Subject's operational security is good and all indications are that his cover security is superb.

Despite a full time cover job, and completely unwitting employer, subject has maintained a high output for BKTRUST. He has maintained trequent and meaningful contact with two MHHARSH nationals in Paris and with an MHHARSH couple in another European city. The flow of spotting reperts is equal in number and quality to those produced when his cover work was less demanding. One person spotted and assessed by subject was successfully recruited by an "inside" case officer. Subject's cover situation precludes the possibility of his recruiting.

/continued/

		•
SECTION D	CERTIFICATION AND COA	MENTS
1.	BY EMPLOYEE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT
OATE	/s/ Thomas B. CASASI	N .
2,	BY SUPERVISOR	, , , , , , , , , , , , , , , , , , , ,
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
24 March 1972	Ops Officer	/s/ Joe IRL Saltzman
J.	BY REVIEWING OFFICIA	L
See Atta	ched Sheet.	
·		
•	·	- ,
ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
~27 March 1972	DCOS	/s/ Hugh Montgomery

SECTION C NARRATIVE (continued)

It has been noted in past fitness reports that subject was weak in long-range, operational development of a target. The ease and probable success of an extended development is a function of the personalities involved. During this reporting period subject has conducted a sustained development of an MHHARSHER despite their different ages and divergent personalities thus demonstrating improvement in this area.

It some times appears that subject's reporting could be more precise and more closely attended to BKTRUST objectives. This is probably the result of time limitations, and the NOC officer's knowledge of BKTRUST needs is lessened by his relative isolation.

As is normal in a NOC situation, subject has no supervisory duties with BKTRUST personnel. His cover job provided supervisory responsibility. Subject is meticulous in presentation of financial accountings and his operational expenses are modest.

SECRET

Section 3 - Comments by Reviewing Official

The career of this NOC officer has reached a crucial juncture; if, as we currently anticipate, he succeeds in landing the position for which he appears to have the inside track, he will gain access to an institution and its employees which could prove to be invaluable. His new function will permit the widest possible access to a variety of targets, and with careful guidance, his utility as a spotter and assessor should improve very substantially.

The report notes that this officer has conducted a lengthy dialogue with an MHHARSH target; it is quite accurate that our NOC has handled himself well in a situation where disparity in age and background renders the relationship somewhat incongruous. Nonetheless, accuracy requires that we record that the NOC's interlocutor has obviously not maintained this ongoing relationship solely for altruistic motives, and has, in point of fact, on one occasion suggested that the NOC might wish to "help" him in the preparation of restricted distribution reports on the local situation, even though the particular topic was in itself totally innocuous. For these reasons we continue to monitor this relationship with great care, particularly since we simply cannot assess its longer range viability and the direction it is likely to take.

In sum, the NOC has done the best he could under somewhat trying circumstances, exacerbated by the severe economic problems of his erstwhile employer, which led to the NOC's being separated from that position at the end of last year. Through his own efforts, the NOC learned of the vacancy for which he has applied, and by assiduous and discriminating manipulation of his extensive connections on the local scene, has managed to maneuver himself into becoming the leading candidate for the post. If he is accepted for this position, his value to the Organization will unquestionably increase by a quantum leap, and we are consequently optimistic concerning his future ability to make an impressive contribution to Organizational goals on the local scene.

SECRET

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		TOTAL COPIES
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RYEAT ADMIN PERS TOPSY HODEEP HOGAME REF: PARIS 27951 (IN 597183)

- 1. UNITED STATES CIVIL SERVICE COMMISSION BACKGROUND INVESTIGATION CASASIN) HAS BEEN CANCELLED.
- 2. ALSO TAKING MEASURES BACKSTOP PRIOR EMPLOYMENT. BUT REGRET IT NOT POSSIBLE BACKSTOP WITH FEDERAL RECORDS CENTER. IF UNCAIRD QUERIES FRO ITS RESPONSE WILL BE -"NO RECORD."
- 3. IF UNCAIRD QUERIES SKOGSBERG DELEGATION RE FRC RESPONSE: PRESUME SKOGSBERG CAN ARRANGE REPLY THAT TERC TH ERROR" BECAUSE CSC INVESTIGATION CONSISTENT CASASIN'S CURRICULUM VITAE.

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ADMIN TOPSY HODEEP

- 1. FOLLOWING IS STATUS REPORT ON TALKS WITH CASASIN RE CONVERSION TO CAREER AGENT:
- A: PROCESSING FOR CONVERSION DISCUSSED AT LENGTH WITH CASASIN AND HE AGREEABLE TO TERMS AND CONDITIONS OF CONTRACT. UNICH NOW IN PROCESS. CONTRACT WILL BE FORWARDED WHEN RECEIVED.
- B. IN ORDER CONVERT CASASIN TO CAREER AGENT IT NECESSARY IN ALLOW HIM RETAIN PORTION OF COVER SALARY IN LIEU OF 10% LOSS OF STAFF STATUS PAY AND TO MOVE HIM FROM GS-15/8 TO 15/10 LEVEL. ABOVE WILL BE SPELLED OUT FULLY IN CONTRACT.
- C. CASASIN WILL BE TRANSFERRED TO EL OF HIS ACCEPTANCE BY UNCAIRD.
- 2. SHOULD CASASIN NOT BE ACCEPTED BY UNCAIRD, HOS RECOM-MENDATION, SUBJECT TO STATION CONCURRENCE, UCULD BE FOR CASASIN TO REMAIN PARIS AS STAFF AGENT FOR RELATIVELY BRIEF PERIOD TO COMPLETE CURRENT OPS ASSIGNMENTS. FOLLOWING THIS PERIOD CASASIN REQUEST STATION COMMENT.

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REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED.

Attachment #1

Item 44. Operational Expenses

Reimbursement for payment of fringe benefit programs of cover organization (including retirement, health, and life insurance) when it is determined by the Agency that membership therein is necessary for cover and/or security.

Attachment 12

Item 50. Offset of Income

In accordance with IN 20-129(2b), CASASIN will initially be permitted to retain \$1449 of his cover income without offset. Upon successful completion of three years service under this contract, the offset will be further reduced by \$551, which totals \$2000.

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DATE 29 MAY TE

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FROM: Office of Medical Services

SUBJ: Interim Medical Disposition

This is to advise that the medical processing of NCCA. VOLIA' will is incomplete awaiting receipt of supplemental medical information or completion of corrective medical action. Final medical disposition will be issued when this matter is resolved.

Sten Vose

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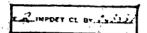
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Mr. Thomas B. Casasin

Dear Mr. Casasin:

The United States Government, as represented by the Contracting Officer, hereby contracts with you as an Independent Contractor to render professional services of a confidential nature under the following terms and conditions:

- 1. Fee. For professional services rendered hereunder, you will be paid a fee calculated at the rate of \$8,000 per annum. Payments will be made as requested by you in writing in a manner acceptable to the Government.
- 2. Taxes. As an Independent Contractor, monies paid you under paragraph one (1) above constitute taxable income for Federal tax purposes and you must satisfy your Federal tax liability thereon. Such income may be paid you by or through a cover facility. Because of cover, operational and security considerations, the Tax Board or this organization is authorized to make certain determinations and establish procedures (including tax withholdings) which will result in the full satisfaction of your Federal income and Social Security tax obligations. It is specifically understood and agreed that such determinations and procedures, whether oral or written, constitute an integral part of this contract and are legally incorporated herein by reference.
- 3. Travel. You will be advanced or reimbursed funds for travel and transportation expenses for you and your dependents to and from your permanent post of assignment and for you alone for authorized operational travel. In addition, you will be entitled to storage of such household and personal effects as are not shipped in conformance with applicable organization policies and procedures. You may be entitled to per diem in lieu of subsistence in the course of all travel performed hereunder and when authorized for you alone while on temporary duty away from your permanent post of assignment. Upon your satisfactory completion of services hereunder, you will be authorized transportation expenses for you, your dependents and your household and personal effects to your recorded permanent place of legal residence in the United States. All travel, transportation and per diem provided for under this paragraph must be properly authorized and expenses incurred herewith are subject to payment and accounting in substantial compliance with Government regulations or your cover facility, whichever is directed by the Government.
- 4. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information, as specifically approved by the Government. Such funds will be subject to payment and accounting in substantial compliance with applicable Government regulations.
- 5. Repayment. It is recognized that your failure to account for or refund any monies advanced you hereunder shall entitle the Government to withhold the total amount of such indebtedness or any portion thereof from any mories due you under the terms of this contract in such manner as it deems appropriate.
- 6. Execution of Documents. If, during your utilization hereunder, you assume the custody of Government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U. S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by this organization to evidence this relationship.



- 7. Status. Your legal status under this agreement is that of an independent Contractor. Nothing contained herein shall be construed as implying the creation of an employee-employer relationship.
- 8. Requirements. Requirements levied upon you by this organization hereunder are a part of this contract provided they are not inconsistent with the terms hereof.
- 9. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or negotiated benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 10. Secrecy. By virtue of personal knowledge acquired during this and any previous association, you will become privy to employees, associates, plans, programs, methods and the like of this organization, in particular, and the U. S. Intelligence Community, in general. As a direct consequence of this knowledge, you agree to keep forever secret all classified information so obtained; to refrain from presenting a paper, writing for publication; making a speech through any media or forum, or other public statement on the subject of intelligence, factual or fictional, without prior authorization by the Government. Violation of such secrecy may subject you to criminal prosecution under the espionage laws of the U. S. and other applicable laws and regulations.

UNITED STATES GOVERNMENT

By /S/ Charles W. Sandran
Contracting Officer

ACCEPTED:	
Thomas B. Casasin	نا
Thomas B. Casasin	
WITNESS:	
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APPROVED:	

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Mr. Thomas B. Casasin

Dear Mr. Casasin:

The United States Government, as represented by the Contracting Officer, hereby contracts with you for your services as a Career Agent under the following terms and conditions:

- l. Status. Your status is that of a Government employee under contract and, as such, your rights and benefits are governed by the provisions of this agreement. It is specifically understood that you are not entitled to rights and benefits pertaining to appointed staff status, except as provided herein.
- 2. Cover. In the performance of your services hereunder, you will act under cover suitable to conceal your relationship with the Government. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction of terms which may in any way amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- 3. Compensation. In full consideration for your services as a Career Agent, and subject to the provisions set forth in paragraph four (4) below, you are guaranteed payment of a basic salary of \$33,260 per annum, the equivalent of a GS-15/10. In addition, you are herein authorized legislative salary adjustments and a post differential in substantial conformance with rules and regulations applicable to Government appointed personnel. Your Federal Tax liability, benefits, retirement and the like shall be based upon said basic salary.
 - 4. Disposition of Cover Emoluments.

(a) Earned Cover Income.

- (1) Earned cover income is herein defined as income (including benefits in kind) received by you from your cover activities, which income does not have as its source the Government (this organization) or for which reimbursement from the Government has not nor will be sought by the cover activity.
- (2) Earned cover income in an amount initially computed at the late of \$1449 per annum may be retained by you in addition to your basic contractual salary for the first three consecutive years of successful service hereunder; thereafter, at the rate of \$2000 per annum.
- (3) Earned cover income in excess of that set out in subparagraph two (2) above will be offset and thereby reduce your basic contractual salary by a like amount.

- (4) You will initially report to this organization, upon assumption of cover status and thereafter on an annual basis, your rate of cover compensation. Any changes during the year will also be reported. This organization will pay your basic contractual salary (initially \$13,260) until such time as reports indicate cover income in excess of that set out in sub-paragraph two (2) above. You will thereafter be paid at your full rate of compensation less anticipated carned cover income based on the last report. Adjustments, if any, will be made following receipt of the yearend report. Failure to timely submit reports may result in a delay or suspension of contractual payments due you hereunder.
- (b) Other Cover Emoluments. With the exception of earned cover income, emoluments (including benefits in kind) received from or through your cover activities are the property of the Government and will be disposed of at such times and in such a manner as the Government may prescribe.
- 5. Taxes: (a) As an employee of the Government, you must satisfy your Federal tax liability on the taxable income paid to you under paragraph three (3) above. Such income may be said you by or through a cover facility. Because of cover, operational and security considerations, the Tax Committee of this organization is authorized to make certain determinations and establish procedures which will result in the full satisfaction of your Federal income tax liability on said income. It is specifically understood and agreed that such determinations and procedures, whether oral or written, constitute an integral part of this contract and are legally incorporated herein by reference.
- (b) You will not be required to bear the expense of foreign taxes on income paid or guaranteed you by the Government under paragraph three (3) above. You will be reimbursed for such foreign taxes paid by you, consistent with your cover.
- 6. Allowances. You will be entitled to: (a) Living quarters allowances in conformance with regulations of this organization applicable to its appointed personnel. In the event you are furnished quarters by your cover facility or the Government you will not be entitled to the living quarters allowances heroin indicated.
- (b) Cost-of-living allowances in conformance with applicable regulations of this organization including, but not limited to, a post allowance or, if applicable, an equalization allowance in lieu thereof, a supplementary post allowance, a transfer allowance, a home service transfer allowance and a separation allowance.

- Travel. You will be advanced or reimbursed funds for travel and transportation expenses for you, your dependents, your household effects and your personal automobile to and from your permanent post of assignment, and for you alone for authorized operational travel. In addition, you will be entitled to storage of such household and personal effects as are not shipped in conformance with applicable Government regulations. You will also be authorized shipment of household effects; presently stored in Paris, France, for combination with such household effects as are presently in storage within continental United States. You may be entitled to per diem in lieu of subsistence in the course of all travel performed hereunder and, when authorized, for you alone while on temporary duty away from your permanent post of a seignment. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to regiment and accounting in compliance with applicable Government regulations or according to the established policies of your cover facility. whichever is directed by the Government.
- 8. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including but not limited to payment of fringe benefit program costs, of your cover organization (including retirement, health and life insurance) when it is determined by this organization that membership therein is necessary for cover and/or security, also entertainment and the purchase of internation, as specifically approved by the Government. Such funds will be subject to payment and accounting in compliance with applicable Government regulations or according to the established policies of your cover facility, whichever is directed by the Government.
- 9. Repayment. It is recognized that your failure to account for or refund any monies advanced you hereunder shall entitle the Government or your cover facility to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
- 10. Benefits. (a) By virtue of your employment relationship with the Government hereunder, you are entitled to coverage under the Federal Employees' Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by this organization in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to sick, annual, and home leave (including travel expenses incident thereto) equal to and subject to the same rules and regulations applicable to Government appointed employees. Annual leave may only be taken at times and places approved in advance by appropriate representatives of the Government or cover officials. All accrued but unused leave credited to your account under previous employment with the United States Gövernment will be transferred to the leave account established for you under this agreement.
- (c) You will be entitled to the continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act.

- (d) Your participation in the Retirement and Disability System of this Organization is preserved by virtue of your transfer without a break in service from a position of employment wherein qualification for such status was achieved. Contributions into the Retirement and Disability Fund will be deducted from the basic compensation due you hereunder.
- (c) You are herein authorized continued coverage under the Federal Employees' Health Denefits Act. This organization is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.
- (f) You are herein authorized continued coverage under the Federal Employees' Group Life Insurance Act unless you have previously executed a written waiver of said coverage. This organization is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.
- (g) (i) This organization is authorized to may the cost of necessary hospitalization and related travel expenses for illness or injury incurred by a United States citizen full-time Contract Employee in the line of duty while abroad.
- (2) This organization may pay certain necessary costs of hospitalization and related travel expenses for illness or injury incurred by the dependents of a United States citizen full-time Contract Employee permanently assigned abroad, while they are located abroad.

It is understood and agreed that the eligibility and extent of the participation by you and your dependents in the above medical programs will be in conformance with the rules, regulations, and policies of this organization in effect at the time an illness or injury is incurred, that all claims will be submitted only to this organization and that adjudication of such claims by this organization shall be final and conclusive.

- (h) You will be entitled to claim reimbursement for loss of personal property pursuant to applicable Government regulations.
- II. Offset. Emoluments (including benefits in kind) received from or through your cover activities are the property of the U. S. Government. Procedurally, such emoluments will be offset against amounts due you under this agreement and are acknowledged to be payment by the Government hereunder and for federal income tax purposes. If cover emoluments exceed those due you under this contract, you will dispose of the excess amount in conformance with governmental instructions.

- 12. Execution of Documents. If, in the performance of services under this contract, you assume the custody of Government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in act been purchased with monles of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.
- 13. Secrecy. (a) You will be required to keep forever secret this contract and all classified information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws of the United States and other applicable laws and regulations.
- (b) In the event you marry or remarry during the term of this contract, you agree to advise this organization at least one hundred twenty (120) days in advance of such contemplated marriage, or otherwise as soon as known, and to furnish such personal history data on your prospective spouse as may be required by this organization. You understand and agree that should this organization determine that your marriage would limit or otherwise impair your usefulness to the Covernment, this contract may be terminated.
- 14. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 15. Reassignments. During your period of service under this agreement, it may be necessary for this organization to terminate an assignment for easons beyond your control. In such event, you will be given every consideration for other assignments appropriate to Career Agents.
- 16. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government. Specifically, you herein acknowledge that this organization makes no commitment, either express or implied, that appointed amployment status will be offered you at the conclusion of or during your period of contractual service.
- 17. Term. This contract is effective as of 15 112 1112 and shall ontinue thereafter for an indefinite period unless sooner terminated:
 - (a) Upon ninety (90) days' actual notice by either party hereto,
 - (b) Upon actual notice to you in the event the results of an initially required medical examination are determined by this organization to be unsatisfactory, or

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(c) Without prior notice by the Government, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

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Contracting Officer

ACCEPTED:

Thomas b. larani

Thomas B. Casasin

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AMENDMENT TO

SUPPLEMENT TO STAFF AGENT PERSONNEL ACTION FOR THOMAS B. CASASIN

Mr. Thomas B. Casasin

Dear Mr. Casasin:

Reference is made to your Staff Agent Supplement, effective 5 August 1962.

Effective 27 September 1965, all reference to income is deleted from that supplement and the following provision is substituted:

Taxes. As an appointed employee of the Government you must satisfy your Federal income tax liability on taxable income paid to you. Such income may be paid you by or through a cover facility. Because of cover, operational and security considerations the Tax Committee of this organization is authorized to make certain determinations and establish procedures which will result in the full satisfaction of your Federal income tax liability on income directly received as a result of your Federal employment. Such determinations and procedures constitute an integral part of your Staff Agent administration.

UNITED STATES GOVERNMENT
BY
Personnel Officer

Copy fouch ato juiced Timet you 637.

n en er r O ADMIN FERS TOPSY WODER Thomas B. CASASIN REF: PARIS 27vol, 27 April 1972 P As reported in reference, CASASIN begins his UNCAIRD job on 5 June 1972. Forwarded USC are a Curriculum, Vitae which he prepared for UNCAICD and a completed form required for an LNLUTE security clearance. Regard Al Commen Reginald M. GUNION Attachment: 1. As stated, USC Distribution: 2 63= C/EUR w/att USC 1- NeelRCG CS COPY OF INTERNATION 11AY 8 1972 DEPART S-MISSE AND NEWSER A May 197 OFPA-9E019 Siekante SECRET

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e the letter in the rating bax correspondi	ing to the statement whi	ch most	accurately reflects his	level of performance.	,

CTION C	- ,	_/ *	•	· NA	RRA	TIVE CO	DMMENT

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relation ship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training: Comment of work performance. Give recommendations for training: Comment on foreign longuage competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining furner personnel action. Monney of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space is needed to complete section. Competition of the use of personnel, space is needed to complete.

During the period under review, Subject managed to gain full-time employment as a senior executive of an HBSPRITE government subsidized scientific publication at a time of economic slowdown when jobs were not easy to get. He did this without help from Headquarters or the Station: Such an achievement is a tribute to Subject's fluency in French, his ability to write, his general scientific know-how and his good buisness sense. Over half of his salary therefore is now paid by this company. In converting to full-time employment, a major adjustment, Subject's contribution to the Station operations in the MINIARSH and TPFAST fields against which he is targetted temporarily decreased somewhat, Subject continued, however, to maintain contact with three local MHHARSH officials and initiated contact with three others. He also continued to search for new leads to personalities in the priority areas assigned to him. Subject has the capability to call on local scientists or technicians of just about any nationality with the possible exception of TPPAST citizens. He has used this nearunique potential well.

Subject has had occasional difficulty switching from "professional" or intellectual subjects in his development of MHHARSH personalities or access prospects to more down-to-earth interests necessary ---con't-

SECTION D	CERTIFICATION AND CO	DAMENTS
1	BY EMPLOYEE	
,	CERTIFY THAT I HAVE SEEN SECTIONS A. E	B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
9 June 1971	/s/ Thomas B. CASASIN	•
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
18 months	1	•
DAYE	OF FICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	Hendling Officer	/s/ Francis S. Sherry
3.	BY REVIEWING OFFICE	IAL

COMMENTS OF REVIEWING OFFICIAL

The Staticn submitted comments on Subject officer recently in OPPT-16549 (8 April 1971), to which we should add that Subject has, largely on his own merits, acquired a solid and potentially highly useful cover employment. However, this new employment will demand a very substantial amount of time and energy from Subject, and the unanswerable question at the moment relates to his availability for Organizational tasks. We shall need additional time and careful working with this officer to determine the answer, since the fiscal outlay from the Organization to support his continued stay in Paris is still quite

DATE.	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
24 May 1971		/s Hugh Montgomery	_

PITNESS REPORT

section C (continued)

to the development of human relations. His forte is therefore more in the field of spotting and making operational contacts than in that of more than short-range operational development. Subject's operational situation makes it impossible for him to attempt recruitments. Thus, his very real achievements are not by essence of the spectacular variety.

Subject's reporting has been satisfactory and continue to be copious. He could, however, further improve the selectivity of the leads provided the Station and make more of an effort to "digest" the information contained in his reports.

Although Subject has, at present, no supervisory function, he has repeatedly requested such a responsibility. He is careful with operational expenses and has exercised good security.

During the period under review, additional efforts have been made to make full use of Subject's potential and integrate him further in the work of the station component with which he works. He is a particularly valuable asset for the Station programs directed against the local MHHARSH and TPFAST targets.

Section D (continued)

substantial. In a word, is it worth it? We do not yet know, although our initial impressions are favorable.

On the fitness report itself, this rater would have preferred an "S" rating for specific duty number one; Subject may ultimately deserve an "O", but it does not seem warranted at the present time. Moreover, I believe the overall rating would more properly have been in the higher range of the "P" category, rather than "S", but it is of course a subjective judgment of the rating officer, who is more intimately and directly involved with Subject on a frequent basis.

In sum, the cover is superb, and only time will reveal to what extent the cover requirements permit a full measure on behalf of the Organization. We are following this aspect closely and will be commenting upon it subsequently as we gain experience and knowledge.

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SECTION A.	, GE	NERAL	
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SPECIAL	Specily):	SPECIAL (Specify)t-	
II. DATE REPOR	T DUE IN'O.P.	1 April 1969 - 31	
SECTION B	PERFORMANC	E EVALUATION	
U-Unsatisfactory	Performance is unacceptable. A rating in this categor could range from counseling, to further training, to plor proposed in Section C.	y requires immediate and positive tem	rdial action. The nature of the author to separation. Describe action takes
M-Marginal	Performance is deficient in some aspects. The reasons taken or recommended should be described.	or assigning this rating should be state	id in Section C and remedial actions
P-Proficient	Performance is satisfactory. Desired results are being p.	roduced in the mainer expected.	
5-511073	Performance is characterists by exception as proficient	·y.	
O-Outstanding	Performance is so exceptional in relation to requirement was as to warrant special recognition.	ts of the work and in comparison to the	performance of orac s going whilet
	SPECIF	IC DUTIES	
anner in which e	the most important specific duties performed duri- imployee performs EACH specific duty. Consider esponsibilities MUST be rated on their ability to	ONLY effectiveness in performa	ince of that acty. All employees
PECIFIC DUTY N	0.1		RATING
Establis	hed and maintains a legitimate S	&T publishing represen	tation for
	ose of developing natural access		
PECIFIC DUTY NO	9. 8		RATING
Uses his	cover to develop leads on event	ual access or support	type assets
to be us	ed by the Station against the loc	cal_MEHARSH target	
PECIFIC DUTY NO			LETTER
Responds	.to various Station requirements	including investigative	ve work.
:			-15 ·· ×
COPIC OUTS NO). 4	talan yang dan kanalaktan yang dan saman dan dan pang dan dan dan dan dan dan dan dan dan dan	3.1 Nu
Teletara	s contact with selected local MM	'AUSU targets and under	
develop	sufficient rapport with them to p	provide operational ass	sessments. · S
ECIFIC DUTY NO	. \$	<u> </u>	RATING LETTER
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ECIFIC DUTY NO	. 6		AND DE SE LETTER
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	OVERALL PERFORMANCE	E IN CURRENT POSITION	
			ESTING LECTER
	everything about the employee which influences fic duties, productivity, conduct on job, cooper		osition such as per :
rricular limitatio	ns or talents. Eased an your knowledge of emp the rating box carresponding to the statement wh	loyee's overail performance dur	ing the rating period; S
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The comments of the rating officer are limited to the period from Cotober 1169 to March 1970 during which he worked with Subject. The previous rating officer has added his comments to allow coverage of the total indicated period from April 1969 to March 1970. During this period Subject was integrated in a new tran designed to the local S&T and Commercial inmanSH target. Subject's recent activity has beca very productive indeed. Subject used the excellent perential given to him by his cover to skillfully spot and assess access agent candidates. As Subject's operational situation in Paris precludes making recruitment, the most promising of thece candidates was placed in contact with a Station officer during social events Subject organized. At the same time, Subject continued his efforts to develop personal rela tionship with several MANSHers. The beginning of personal, as opposed to purely professional, relations with a major MEMARSH target enabled him to obtain insight in to the target's beliefs and personality which was the best the Station had to dear Subject also managed to establish contact with two other MUMRSH representatives of interest. This, in one case, required almost six menths to accomplish via a combine tion of patience, skill and determination. Subject in an experienced officer. We is east changious and procitions good recurity. The Stalion har no other agent with the necessary scientific and editorial know-how, fluent French and local knowledge to replace Subject. In view of this and the recent progress made by Subject in response to very specific requirements and his willingness to try to establish personal and, hopefully, social relations with access prospects and MHMARSH targets, the Station recently recommended that he be extended in Paris. At the same time, to Station recommended that Swiject's cover be reinforced by full-time employment with

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SECTION D	CERTIFICATION AND C	OMMENTS
1.	BY EMPLOYEE	
- La	I CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	111
UNDER MY SUPERVISION	IF TH'S REPORT HAS NOT BEEN SHOWN	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	I multi- officer	/s/ Promois Cherry
3.	SY REVIEWING OFFIC	144 / / 1.144 / 1.211 / 1.

COVVENTS OF REVIEWING OFFICIAL

As previous Station correspondence and fitness reports will reflect, this officer has been the subject of varying evaluations and projections in recent years. In fairness to him, however, it is equally true that an officer under non-official cover reflects, in the level and quality of his performance, the amount and type of guidance, direction and push he receives from the responsible inside case officer. Making allowances for these variables, this officer's past record has not been impressive; however, it is also correct to note that he has improved substantially during the latter part of the period under review; and that if the Station can work out some fiscal arrangement which will reduce the heavy financial input

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Section D3 continued

from the Organization, his continued presence at this Station definitely appears to be warranted for a sufficient period to reach more definite conclusions concerning the level of sustained performance over a somewhat longer period than that reflected by this report.

On balance, we are pleased that this officer has responded so well to greater case officer direction and that he has undertaken somewhat more aggressive efforts to expand his range of contacts in immediate proximity to the primary Station targets. This officer does bring many talents to bear on his operational activity: he has absolutely fluent French, a solid and exploitable cover, and a vast range of contacts in the local community. Remetheless, it will require additional time to explore these contacts in depth, select those which appear to be operationally viable, and pursue them actively either to the point of recruitment by another officer or elimination from further development, for whatever reason.

In sum, in spite of the recognized and commendable improvement in this officer's performance during the period under review, the reviewer submits that the letter grade for specific duties 2 and 4 would more properly have been a 'P', and that the overall rating, at this point, would more accurately be set at a level between "P" and "S", probably closer to the former than the latter.

This reviewing comment has been read by the officers who prepared the Fitness Report.

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FITNESS REPORT	,		·	EMPLOYEE SERIAL	NUMBER
SECTION A	GENERA	,		1.006102	
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& OFFICIAL POSITION TITLE		POIVEN OF			N
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11. DATE REPORT DUE IN O.P.	12. A	PORTING PER	IOD (From-	(o-)	
SECTION B PERFORM	IANCE EV	EBXPION 39	68 - 1	1 Moreh 1969	
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5 - <u>Strong</u> Performance is characterized by exception O = <u>Outstanding</u> , <u>Performance</u> is so exceptional in relation	to requireme	nts of the work	and in co	mparison to the serior	mance of
others doing similar work as to warrant sp	ecial recogn	tion.			
	ECIFIC DU	I IE 3	···		
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whe into account overything about the employee which influor resonce of specific duties, productivity, conduct on job, c rticular limitations or talents. Based on your knowledge of one the letter in the rating box corresponding to the statemen	nces his affe coperativens f employes's	ctiveness in h ss, pertinent overall perfo	is current personal tr mance dur	aits or habits, and ing the rating period,	RATING LETTER

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SECTION

NARRATIVE COMMENTS

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During this reporting period subject had very massally increased the tempo of his activities and contacts. Many agent prospects have been acreened and contacts were established with people of interest to several elements of the Station. Subject is particularly thorough and outstanding on specific investigations where he utilized cover in a skillful and imaginative way. He has improved in terms of people development but in this respect he is still best with people in a professionally related context rather than a contrived social context. As mentioned in the previous report subject's cover assignment does not allow him to make recruitments. Subject has a high degree of cost consciousness and does not exercise any supervisory responsibilities.

SECTION D	CERTIFICATION AND C	OMMENTS				
1	BY EMPLOYEE					
,	CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT				
DATE	SIGNATURE OF EMPLOYER					
11 June 1969	/s/ Thomas B. CASASIN					
2.	BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION				
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE				
5 June 1969	Ops Officer	/s/ Murat Natirboff				
3.	BY REVIEWING OFFIC	IAL				
COMMENTS OF REVIEWING OFFICE	AL.					

I do not concur in this rating. I would have given the employee STRONG in the performance of his cover responsibilities, that is to say in the manner in which he has created and expanded his cover. I would have restricted mysolf to PROFICIENT, however, in assessing his exploitation of that cover for operational purposes. For a fuller treatment of that staff agent's performance, suggest that reference be made to the NOC Status Report, submitted 26 May 1969, via OFFA-89925.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
23 JUNE 1969	Chief of Station	/s/ David kE. Murphy

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FITNESS REPORT	Table 1	;-	EMPLOYEE SERIAL	NUMBER
ECTIONA	ENERAL		00C102	
SECTION A G	ENERAL		4. GRADE 9. SD	· · · · ·
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. Street CASASINALE Thomas B.	20 Jan J	OF ASSIGNMENT	GB-15 DI	M
Ope Officer	- DDP/FUR/X	Xango	Perlo	
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TO DATE REPORT DUE IN O.P.			بتطاوا والاستراج	23 1
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ECTION B PERFORMAN W - Weigh Performance ranges from wholly inodequate to	CE EVALUATIO			
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others doing similar work as to warrant specie			,	
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operational interest in the 860	r community	/ •		8
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target,				. 3
ECIPIC DUTY NO. 4				. RATING
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the point where they can be rec	commended a	s Station	agent	P
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ie into account everything about the employee which influence: mance of specific duties, productivity, conduct on job, coop	his effectiveness	in his current po	sition such as per-	LITTER

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SECTION C

NARRATIVE COMMENTS

Indicate significant strangths or machinesses demonstrated in current position beging in preser parspective their relationship to everall parsymance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on toreign language comperence; if required for current position. Amplify or explain ratings given in Section B.to provide best base to determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Since the last reporting period Subject's efforts were directed by the Station toward the spotting, developing and assessing WOLADY SAT agent candidates in terms of recruitment and inclusion in the Station's SAT spotting network.

Subject has done thorough and at times imaginative spade work in this field despite the fact that the mission was not as successful as anticipated. Recent progress however would indicate that the next reporting period would be more productive.

Subject continues to respond to ad-hoc specific assignments in an exemplary manner.

Because of the nature of his cover assignment Subject is not authorized to make recruitments.

Subject has a high degree of cost consciousness. He does not exercise any supervisory responsibilities under his cover assignment.

SECTION D	CERTIFICATION AND CO	MMEN 15
1	BY EMPLOYEE	ilizarini kalendari
	CERTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
24 Oct. 1968	/s/ Thomas B. CASASIN	
2.	BY SUPERVISOR	:
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
		•
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
23 002 1903	Qpu Officer	/s/ Murat Natirborz
1.	BY REVIEWING OFFICE	AL
See attached.	•	
	•	
DATE		
2416	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief ofStation	/s/ David R. Murphy

3. It is difficult to place in the proper perspective the contribution of this senior staff agent to Paris Station operations. On the one hand, Subject has established superb cover in the scientific and technical field which should have afforded him virtually unlimited access to persons of interest to us, both soviet and potential access agents. In evaluating the manner in which the employee set up and managed this cover, I would tend to agree with his comments to the fitness report on the demands on him although these comments are somewhat overdrawn.

The principal difficulty has been the time it has taken to relate the cover potential to the specific operational requirements of the Station. We have not received from CASASIN as leads and assessment reports to persons of operational interest in the SET field as we think he could have produced. It may be that the earlier listing of the project (viewed as a regional undertaking) contributed to this.

Recently we have noted significant improvement in that we have received responses to requests we have made for assessment and development of potential access agents within a cover context. We hope, therefore, that this last year of CASASIN's stay will be the most productive ever. It is unfortunate that the cover must end because of the cover company's decisions over which we had no control.

/s/ David E. Murphy

ADDENDLM, Form 45 (Fitness Report), for period March 67-March 68.

Section D

As the individual being rated, I would like to add some remarks to those prepared by the rating officer.

The assignment I have includes managerial responsibilities which (a) are essential to the continued existence and security of the cover mechanism as a vehicle for operational exploitation, and (b) are not necessarily visible to those "on the inside."

In the case of (a), I must engage in a constant orchestration of the cover and the facilities it offers. This means maintaining a managerial equilibrium to insure that cover work will not become, of itself, so demanding that it negates the cover's utility to the CS. In effect, the top officers and staddle managers of the cover corporation (who are not cleared and witting) have to be satisfied that their demands are met (or cannot be), or else manipulated in order to neutralize or reject their demands. After all, the cover position is to them a legitimate, normal, workaday post in their firm. What work is done at their bidding, it follows, must be accomplished according to the high standards of thoroughness and accuracy which they have set.

In the case of (b) -- which derives from (a) -- and can prove to be so demanding that the needs of the CS could no longer be served the incumbent is required to manage a span of human contacts at several levels in order to preserve his cover position and enhance its value to the CS. This means planning, directing and managing the work of multinational, multicultural teams of technical correspondents, as well as meetings and negotiations to improve the [cover firm's] relations with similarly widespread individuals at the levels of editor-in-chief, publisher, corporate vice-president, president, and chairman of the board. These levels are scattered not only through industry, but have their analogs as well in government, higher education, and professional societies.

Having previously managed both a CS base and the principal deniedareas operating component of a major field Station, I can report quite honestly that my present managerial responsibilities exceed the former -- despite the apparent lack of "supervisory responsibilities" in my present position.

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b - Groficia-1		more than satisf	-		• .	u ni basubo	proficient n	annot.	
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FORM 45 OBSOLETE PREVIOUS EDITIONS

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SECTION C.

NARRATIVE COMMENTS

Indicate significant strengths or weeknesses demonstrated in current position heaping in proper perspective their relationship to overell pertormance. State suggestions made for improvement of work performance. Give recommendations for training. Commant on twenty in language competence, if required for current position. Amplify or explain resings given in Section B to provide best best for determining future personnel action. Manning of performance of managerial or supervisory duries must be described, if applicable.

Subject continues to maintain a secure effective cover mechanism. In this reporting period the whole thrust and objectives of this cover facility have been changed from pursuit of targets designated by Bandquarters at international conferences to pursuit of the local Seviet presence. This has caused a major readjustment and Subject is now beginning to produce the type of leads that help the Station achieve its local operational objectives.

Subject continues to show a well organized methodical approach to his cover and operational tasks.

SECTION D	CERTIFICATION AND CO	MMENTS
1,	BY EMPLOYEE	the second secon
	CERTIFY THAT I HAVE SEEN SECTIONS A. B	, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE .	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
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COMMENTS OF REVIEWING OFFICE	BY REVIEWING OFFICE	AL
of his werk except a have the impression, guidance and is not cover work, which co case, rather listed	is I am informed of it by his however, that the employee by any means simply driffin in be a temptation when an em I contact with his colleagues	player's efforts and kness little supervisor in the Station. I is responding to his supervisor's g along paths indicated by his player has, as is true in this who work under official cover on n on the basis of limited knowledge.
AYE	OFFICIAL TITLE OF REVIEWING OFFICIA	L TYPED OR PRINTED NAME AND SIGNATURE
•	THE STREET OF PERIOD OF PICIA	The same and standard

THPLOYER SERIAL NUMBER FITNESS REPORT 006102 SECTION A GENERAL A. DATE OF BIRTH " D 20 Jan. 1924 15 CASASTE Thomas 6. OFFICIAL POSITION TITLE 7. OFF/DIV/BR OF ASSIGN Ops Officer DDP/WE/French Parts P. CHECK (X) TYPE OF APPOINTMENT IO. CHECK (X) TYPE OF REPORT REASSIGNMENT SUPERVISO CAREER RESERVE INITIAL CAREER-PROVISIONAL (See Instructions - Section C) REASSIGNMENT EMPLOYEE ANNUAL X SPECIAL (Specify): SPECIAL (Specifyl) II. DATE REPORT DUE IN'O.P. L. REPORTING PERIOD (Fr 1 April 1964 - 2 June 1965 SECTION B PERFORMANCE EVALUATION Performance ranges from wholly inadequate to slightly less than satisfactory. A reting in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. W - West A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized he than by deficiency nor P . Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. S - Strong Performance is characterized by exceptional proficiency. O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition. SPECIFIC DUTIES List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONL? effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervisor (Indicare number of employees supervised). SPECIFIC DUTY NO. 1 Contact, cultivation and assessment of, and collection of biographic and operational intelligence on Soviet scientific and technical targets, and on other Soviets and other nationalities to whom he has access through his 0 cover. specific DUTY NO. 2 Spotting and assessment of potential operational assets to be RATING used against the targets specified under Specific Duty No. 1. A specific buty No. 3 Execution of operational assignments as directed by Hqs and field stations concerned, whether of a KUTURE, KURTLE or KUTESK nature. RATING Specific Duty No. 4 Preparation or acquisition of gover firm written material as operational information to increase his access and flexibility in furtherance of 0 Specific Duties Nos. 1 through 3. SPECIFIC DUTY NO. 5 Planning, directing and managing overseas bureau of cover firm, RATING with emphasis on exploitation of the cover to meet operational requirements. 0 SPECIFIC CUTY NO. 6 OVERALL PERFORMANCE IN CURRENT POSITION rerything about the amplayee which influences his effectiveness in his current position such as per formance of specific duties, productivity, conduct on job, corperativeness, pertinent personal weits or habits, and particular limitations or talents. Based on your knowledge of employee's averall performance during the caring period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. 0

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SECTION C	NARRATIVE COM	
Indicate significant strengths operall performance. State as an investigation of the state of th	or weaknesses demonstrated in current possitions made for improvement of work percent in a control position. Amplify, it required for current position. Amplify, it required for current position. Amplify, it reporting period this employed a cover and the expansion of re he represents as deeply be organizational background. I he appears to be completely it targets, he also appearently for scrutiny, for what he cishes not only solid status and iting his cover for specific in past fitness reports, his nail targets through the vehice has devoted a transmitous amount of the cover, which require to devise and exploit says thy to operational tasks and try of assignment, he has also ally involving direct contact and greatly to the acquisition in their overall approach that to fault this employee with pacity. He is a keen student yzing the possibilities it of	ition kalling is professional in its relationship to the morace. Give recommon in the relationship to the morace of the recommon in the relationship to the morace of the relationship in the sas a shaff regard has continued the his operational activity within his wied a staff officer as can be found from the point of view of the host egitimate. From the more important has been accepted, and not through a lims to be. He thus represents for access cover, but also the demonstrational access cover, but also the demonstration of his cover is the result of his cover is the result of his count of work not only to establish and ress a considerable amount of work for and means by which the cover activity regrams. In addition to operational with target individuals, and in addition to operational in of operational information for the oscients scientific and technical target to energy, professional of his operational environment and offers for application toward operations in devising logical and credible
SECTION D	CERTIFICATION AND C	OMMENTS (continued)
	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT
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1 June 1965	/s/ Thomas B. Casasin	
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N/R	OFFICIAL TITLE OF MIPHRYISOR	TYPED OF PRINTED NAME AND SIGNATURE
1 June 1965	Ops Officer	/s/ James M. Flint
OMMENTS OF REVIEWING OFFIC	BY REVIEWING OFFIC	IAL
on this Fitness R vishing to detrac formance, I feel higher than those as such, are inco 2 June 1965 Chie	t from enything the Supervise obliged to note that the rati given, for example, to any B naistent with the grading path f, External Ops /s/ Robe	a comment of my own. Without or has said about Subject's per- ings given him in this report are reach Chief in this Division, and, term of the Division as a whole. ert E. Owen Reviewing Officer
TE	OFFICIAL TITLE OF REVIEWING OFFICE	TYPED OF PRINTED NAME AND SIGNATURE

approaches to operational problems and personalities, and expends considerable effort in maintaining a level of specialized knowledge sufficient to backstop his cover and to ensure the maximum explcitation of his contacts with target organizations and individuals. His sommand of spoken, written, and technical French is excellent.

From the point of view of supervision, this employee in his present position requires guidance only insofar as to identify specific targets and for him to protect himself in situations where he does not have, by virtue of his not having access to official files, specialized information. Otherwise, he requires no supervision other than the periodic provision of policy and operational directives.

This employee has always been conscious and punctillious in his preparation of operational and administrative reports, including financial accountings, and his reporting in general, despite the burdens imposed by the necessity for minimizing the risks inherent in the lack of access to classified storage, leaves nothing to be desired.

Other than the funds for operational activities, this employee currently has no responsibility for the programming and use of personnel, space, equipment, and funds.

single-handedly built his present cover/operational position despite a number of negative factors inherent to his situation such as relative isolation, meager opportunity for contact with his professional group, and expensive area of assignment, and an exposed cover situation where the necessity for living cover is compounded by the necessity of avoiding mistakes which might jeopardize cover. His dedication to and enthusiasm for accepting the challenge of this assignment, and his willingness to continue on in it, deserve particular mention, particularly since he would perhaps justifiably feel that his present assignment may leave him cutaide the mainstream of competitive organization progression.

This employee's health and family situations leave nothing to be desired, as his proven mobility in the execution of operational assignments attests.

It should further be noted that with respect to the problem endemic to deep-cover assignments of allocation of time between cover work and operational activity, this employee comes very close to the happy norm of making cover work complement operational work, and making operational work contribute where possible to the enhancement of cover.

While this employee's assignment to date has essentially been a one-man show, it is recommended that serious consideration be given to expanding the operational complex which he has created in order to capitalize on his experience, the work he has put in to date, and his own management capabilities.

*(Section B) - No special recognition of Subject's "Outstanding" overall performance is being requested at this time.

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SECTION C

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NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance, Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of momental of the section of the provider best basis for determining future personnel action. determining future personnel action. Manner of performance of managerial or supervisory duries must be described, if applicable.

This employee combines the relatively rare combination of a senior and broadly experienced intelligence officer under working gover providing both long-term status in his country of residence (and in Europe in general) and access for a variety of operational functions, including spotting, assessing, contact with Soviet blog nationals of specific interest, investigative mossives, assessment in depth of estensibly cover-company hired persons, and attendance at a broad range of national and international specialized nectings. Development of the capability operationally to exploit his cover has been the achievement of the employee himself. In so doing he has at the same time achieved genuine acceptance by his cover company associates (most of whom are unwitting) and his colleagues in his cover profession and related professions.

In undertakting operational tasks this employee has consistently shown Littletive imagination, security consciousness, and application of both operational and substantive background to the problem at hand. He has put a conscious effort into improving his already excellent command of the French language, and his grasp of a variety of specialized scientific and technical fields has been achieved basically as a result of his own efforts.

His management of operational reporting, finances, and the administrative problems connected with his cover status has been exemplary.

It should be noted that during the reporting period, this employee has not had the benefit at all times of specific pinpointed operational direction. As of the end the wardeting newted. Handshauteum assumed sentual of his metulates against

SECTION O		CERTIFICATION AND	COMMENTS apocific Seviet targets on a
1.		BY EMPLOYE	E Europe-kido basis.
·,	1	CERTIFY THAT I HAVE SEEN SECTIONS I	A, B, AND C OF THIS REPORT
DATE		SIGNATURE OF EMPLOYEE	
	25 May 106h	/s/ Thomas B. CASASTN	<u>:</u>
2.	-,	BY SUPERVISO	R
UNDER MY ST	LOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, GIVE EXPLANATION
я	ichteen		•
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	5 May 1964	Ops. Officer	/s/ James Plint
3.		BY REVIEWING OFF	ICIAL
COMMENTS OF	FREVIEWING OFFICE	AL	
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		•	
DATE	,	OFFICIAL TITLE OF REVIEWING OFFI	CIAL TYPED OR PRINTED NAME AND SIGNATURE
21	5 May 196h	Cps. Officer	/s/ Robert E. Oven

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DO NOT-COMPLETE. FUN HEADQUARTERS USE ONLY AUTHENTICATION OF STGNATURES AND VENIFICATION OF TITMS IT THROUGH 7. BELOW: NAME OF EMPLOYEE (Frue) DATE (from item 5.1) NAME OF SUPERVISOR (frue) DATE (from item 5.2) AUTHENTICATE (Frue) DATE (from item 5.2) DATE (from item 5.3) AUTHENTICATE (IGNATURE) AND VERIFY DATA IN ITEMS NOS: 1 THROUGH 7. BELOW: TO BE COMPLETED BY EMPLOYEE 1. DATE OF BIRTH 2. GRADE 3. CURRENT POSITION TITLE AND GRADE 74. DATE OF PCS ANRIVAL IN 10 SEPTEMBER 1005 TO BE COMPLETED BY EMPLOYEE 1. DATE OF BIRTH 2. GRADE 3. CURRENT POSITION TITLE AND GRADE 74. DATE OF PCS ANRIVAL IN 10 SEPTEMBER 1005 TO BE COMPLETED BY EMPLOYEE 75. DATE OF PCS ANRIVAL IN TO BE COMPLETED BY EMPLOYEE 76. EXPECTED DATE OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TO BE COMPLETED BY EMPLOYEE 76. EXPECTED DATE OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OF OFF ANRIVAL IN TORE TROUBLES OFF OFF ANRIVAL IN TORE TROUBLES OFF OFF ANRIVAL IN TORE TORE TORE TORE TORE TORE TORE TORE			
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2	Jan 1 24 char (5-15 known)	peralions vittlest. USA15	TURE FROM FIELD
•.	OTHER DUTY STATIONS OR FIELD B	ASES DURANG CURRENT TOUR	7c. EXPECTED DATE OF ARRIVAL

Staff agent assigned to a major overseas station, exploiting the cover provided by a major firm of technical periodical publishers. I take my instructions from a section chief within the station, and report in smatting on the programs of my cover development and its operational amplification.

6. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (and apocial note on Transmittal Porm)

For eparational reasons, I develop and assess operational leads in the FI, CI and CA areas, principally wominst denied area targets. I also handle local investigations and such cases as the station determines will fit into my cover, or which I can otherwise handle in alias. I travel to other field stations to handle such tasks as they request or liq directs. I handle all cover tasks as they appear.

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM
THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU MAYE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

I would like to continue to serve essentially in the same scapacity as described above, although I would like eventually to add more supervisory and managerial functions to my responsibilities. I would like to expand the operating base provided by the cover organization by taking one several journeymen case officers to work with me against both denied area and heat country targets, and to make the cover facility and the access it provides of more versatile use to both the station and to KUDOVE as a whole.

My second choice would be to return to Eq. and use the knowledge and experience I have grained in my present job to (1) select staff personnel who will be placed in non-official cover, (2) select the cover mechanisms propare, (3) train our personnel for the proper discharge of their both in the cover will be selected to the cover will be selected to the cover of the

The completion of work toward a master's or doctor's degree in the physical or life sciences, or in the management/administration of the sciences and their personnel.

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B. PREFERENCE FOR NEET ASSIGNMENT (continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY	INSERTING NUMBERS 1, 2 AND 3 (for Jat, 2nd and 3rd choice)
IN THE BOXES BELOW	
	a one-year extension of my present tou
BE ASSIGNED TO MEADOC MITERS FOR A TOUR OF	DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS.
	ICE COMO GROUD MO. CHOICE Offica Parsonnel
	H RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION!
INDICATE CHOICE OF SECGRAPHIC AREA OR SPEC	FIC STATION, BASED ON QUALIFICATIONS:
IST. CHOICE GODOVA 2ND. CHO	ice Briscola san. choice Hore Conland/Canad
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?	INDICATE NUMBER OF WORK DAYS 25
II. INDICATE THE NUMBER AND AGE OF DEPENDENTS THO WILL	
Wife, will be 37 in 1965; two	d
WIIU, WIII DO 31 EN 1903; VEO	onfinens, 1) and 15 70 1303
ITA. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SIT ASSIGNMENT	UATION WICH SHOULD BE CONSIDERED IN CETERNINING YOUR NEXT
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20 May 1963

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SECTION C

NARRATIVE COMMENTS

The assignment of this employee to the field under non-official cover was designed to compensate for the loss of an employee in an official cover slot which was out from the Station's ODACID allotment of personnel positions.

During the reporting period this employee has accomplished with success the convincing establishment of his cover in a complex milieu, and has been accepted as legitimate by his professional colleagues, the persons whom he meets under cover, and the French authorities. It should be noted that his ability to assume his cover has been largely the result of his own efforts over a period of years to acquire and maintain a familiarity with the general accentific field.

During the reporting period he has developed a wide circle of contacts in the scientific and journalistic fields and applies a long background in a variety of assignments in KUDOVE to the determination and assessment of operational potential among these contacts. At the same time his cover organization, in which only four persons are witting of his actual status, has shown itself to be more than satisfied with his performance of his cover duties.

This employee requires a minimum of detailed operational supervision; it is necessary in specific cases only to indicate the operational or informational objectives.

From the point of view of administrative support, his attention to detail and meticulousness reduce the problems of his support by the Station to a minimum.

This employee uses the French language continuously, and his facility is such as to permit him to handle himself excellently in a broad range of complex technical subjects. He has in addition undertaken specialized French language training to develop this capability further. His operational reporting is excellent both with regard to clarity and pertinence.

In the immediate future he will be assigned case work, for the most part in fields where it will complement, and be complemented by, his independent operational activities and cover work.

6 August 1962

Memorandum in Lieu of Fitness Report

Subject:

Chenein

My last statements concerning the performance of should be extended to cover the remainder of his service as Chief of SR/6. He departed headquarters for a field assignment 31 July 1962.

QUENTIN C. JOHNSON Chief of Operations and Plans SR Division

signed

HOYVARD J. OSBORN

CONCUR:

HOWARD J. OSBORN Chief, SR Division

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STOTION E NARRATIV. ESCRIPTION OF MANNER OF JOB PER MANCE Stress strengths and weaknesses demonstrated in cyment position. Indicate suggestions a Work. Give recommendations for his training. Describe, if appropriate, his potential for a mendations for his training. ssumling greater re-basis for determining sponsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to private personnel actions. Mr. Hall And the a good knowledge of Soviet matters and eliterally is very well informed. He continually demonstrates much initiative and a high degree of productivity. He is stimulating to his associates, businesslike and delegates work easily. He appears very self-confident and he is dynamic. Mr. Supervises a very large and key branch engaged in a wide variety of activities, a difficult job which he does well. SECTION F CERTIFICATION AND COMMENTS BY EMPLOYEE I certify that I have seen Sections A, B, C, D and E of this Report. 9 November 1961 SUPERVISOR MONTHS EMPLOYEE HAS BEEN Twelve IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON. REPORT MADE WITHIN LAST SO DAYS EMPLOYEE UNDER MY SUPERVISION LESS THAN SO DAYS OTHER (Specify): OFFICIAL TITLE OF SUPERVISOR 9 November 1961 SR/Chief of Plans and Operations BY REVIEWING OFFICIAL I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION. I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION. I CANNOT JUDGE THESE EVALUATIONS. I AMINOT SUPPICIENT LY PAMILIAR WITH THE EMPLOYEE'S PERFORMANCE,

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OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, SR Division

TYPED OR PRINTED JAME AND SIGNATURE

JOHN M. MAURY

COMMENTS OF REVIEWING OFFICIAL

21 Noy

Chief of Bajor External Geographic Branch (GSS: Burcposn Satellites) of large overseas station (Tokyo). As such, as responsible to Station Deputy for Operations.

Direct, names, succerving and train 25 persons, including operations and project personnel under non-official cover, under State, Army, and Air Force cover. Porsonnel are divided functionally within FI, FF, and CI sections.

Initiate and lauren new FI, PP and CI operations uning best available independent expets as well as assets available through foreign (sepandes) liaison. Hanage and exploit personal operations; observe progress or deterioration of outivities to insure that marginal and non-productive activities are terminated. As case officer on my can operations, too.

Maintain lisieon with other US agencies. Provide operational support to other Far East stations positing specialized sid as USS-Seat European operations entry and develop.

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU SOULD PREFER FOR YOUR MEXT ASSISSMENT IF IT DIFFERS FROM HALL INDICATE IN ITEM NO. 5, ABOVE. IF YOU MIXE WARE HAN ONE FREFERENCE, INDICATE YOUR CHOICES. I would like a challenging ansignment or growing, a pain, as for first preference: I am aspecially interested in developing arrows—the-board M-PP-WI programs and assets. I am not unduly particular reference to initialize up languages. I for not unduly particular as to area, but of course would prefer an area in which English or French 1a the lingua frames.

hy ment choice would be to go to an erea whose language I do not know — but could learn — and which needs the requirements of the challenge stated in the first paragraph, above.

ity next choice would be to return to Aspen, where I could use my Japanese knowledge.

My next choice would be an assignment to a special training course at the national intelligence level.

My lest choice would be reassigment directly to Headquarters.

I would especially enjoy on assignment in which I can combine on the job training of other personnel addition direction and record of their operational progress.

8. INDICATE WHAT TRAINING YOU SELIEVE YOU SHOULD WAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

Clandestine Services keview

State Scalar Officers! Course

Appropriate additional language training

Outside advanced graduate work in interestional relations.

FORM NO. 202

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S. NAME OF SUPERVISOR	. SI GRATURE!
Andrew L. Busby	
TITLE	DATE
Chief, SR/Personnel	30 June 1960
7. REMARKS (additional comment)	
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SE	CTION B			EYALUA	TIO	H OF P	ERFOR	<u>w</u>	CE OF SPE	CIFIC	DUTI	<u>ES</u>					
Mon with	• up to six of the e mer in which emplo h supervisory resp	oyee on si	importar perform bilities i	s EACH specific s EACH sp sust be re	dution pocificated o	es perfo ic duty. on their	rined during Consider ability to	ONL Supe	rating perio Y effectiven rvise (Indicat	d. In ess in enumi	perform per of eac	ng nu nance nacele	of the	which at duty arrised	best o	descrit I empl	bes the oyees
1.	Unsatisfactory		2 - Bare	ly adequat		3 - Acc	eptable	4 - 0	Competent	5 - E	rcellent	6 -	Super	lor	7 - (Outst	nding
3.P€	CIFIC DUTY NO. 1							SPE	CIFIC DUTY	NO. 4			-				RATING
CT:	def, Soviet	Đ٣	anah.	resnons	thl	9	NO.	مت ا	so of fice			,					
fo	r activities	0.5	24 6	aff an	d B	•	1										5/8
60	ntract emplo	(712)	969				6									I	
SPE	CIFIC DUTY NO. 2						RATING	SPE	IFIC DUTY N	10. 5							RATING
	sponsible for						NO.		,		•		•				NO.
202	budgeting, and operating activities			6					-				- 1				
SPE	CIFIC DUTY NO. 3						RATING	SPEC	IFIC DUTY N	0. 6							RATING
Re	presenting th	20	ptatio	n át w	aria	.	NO.								NO.		
Townshow down and CO was Alarma																	
	TOLETH IN ST. WILCOLD																
SEC	SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION																
dutie your	into account ever is, productivity, co knowledge of emp ment which most a	loye	ct on jób ia's avati	, cooperat	ivene	ss, pert	inent per the rating	sena i	traits or hab	its, po	rticular	limi	ations	s or ta	ionts.	. 8as	ed on
) - Profes			1			. 1				•				-	ATING	1
	1 - Perfor	PAG (F	ce meets	most requ	irome	ents but	is deficie	et re	ous or wors	import	ant res	pects.				NO.	
	. 3 - Perfori	man	co cleari	y meets ba y axceeds	sic r	equirem	ents.		,	•					-	ß	
				y axceeas ty importa					•						- 1	•	
				ry respect											_		'
SEC	TION D				DES	CRIPTI	ON OF	THE	EMPLOYER	Ē							
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ETS	THINGS DONE	-								 					_	1	X
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_	MAKE DECIDIONS O			EN NEED	ARIS	ES								-	\vdash	X	+
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	R (Specify):					•										 -	+
					SEF	SECTE	W.E.O	Y RF	VERSE SIDE		- AC CALL	100					

SECTION E	NARRATIVE			

Stress strengths and wacknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B. C. and D to provide the best basis for determining felicies provides the best basis for determining felicies.

In most respects, this officer is one of the best I have known in this agency. He has a broad and deep knowledge of his tarjet ared, as well as of his "host" country; an excellent and proven degree of operational "know-how"; the ability to write and speak includy and effectively and with apparent ease; and a very high degree of notivation and devotion to duty. He can be expected to continue his dynamic and instinative pursuit of a most difficult target. It is my opinion that this officer has great potential and is ready for increased responsibilities which would involve the proportion for which he has been recommended. As for training, a good managerial course might help to bring into even sharper focus his many talents.

This report has been prepared in accordance with FE Division standards which recognize the principle of rating the individual against the group. Thus an average rating reflects an entirely satisfactory performance.

	LIION P	CERTIFICATION AND COM	77-11-1				
1.		BY EMPLOYEE					
	I ce	rtify that I have seen Sections A, B, C, I	D and E of this Report,				
DAT	78 23 June 1960 📠	on tren	smittel				
2.		BY SUPERVISOR					
MON	THE EMPLOYEE HAS BEEN ER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION				
		IF REPORT IS NOT BEING MADE AT THIS TIM	E, GIVE REASON.				
	EMPLOYEE UNDER MY SUPERY	FISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS				
	OTHER (Specify):						
DATE	23 June 1960	OFFICIAL TITLE OF SUPERVISOR	1210 W 102 to aigned on transmittel				
_	8Y REVIEWING OFFICIAL						
3.	·	OT WELLEAMO OF LICIME					
<u>Z</u>	I WOULD HAVE GIVEN THIS EN	PLOYEE ABOUT THE SAME EVALUATION.					
<u>/</u>	 						
<i>y</i>	I WOULD HAVE GIVEN THIS EN	MPLOYEE ABOUT THE SAME EVALUATION. MPLOYEE A HIGHER EVALUATION. MPLOYEE A LOWER EVALUATION.					
<i>y</i>	I WOULD HAVE GIVEN THIS EN	MPLOYEE ABOUT THE SAME EVALUATION. MPLOYEE A HIGHER EVALUATION.					
V	I WOULD HAVE GIVEN THIS EN	PLOYEE ABOUT THE SAME EVALUATION. PLOYEE A HIGHER EVALUATION. PLOYEE A LOWER EVALUATION. LUATIONS. I AM NOT SUFFICIENTLY FAMILIA					
V	I WOULD MAYE GIVEN THIS EN I WOULD HAVE GIVEN THIS EN I CANNOT JUDGE THESE EVALUENTS OF REVIEWING OFFICIAL	PLOYEE ABOUT THE SAME EVALUATION. PLOYEE A HIGHER EVALUATION. PLOYEE A LOWER EVALUATION. LUATIONS. I AM NOT SUFFICIENTLY FAMILIA					

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	Cacaca		-A-1	-									
SECTION A	- Convention		GEI	IER/	L			<u> </u>		_		-	
I NAME LOON		(Neldelle)		1	Jamary			1. H	7.6			-14	
S. SERVICE DESIGNATIO	N 6. OFFICIAL POSITI	ON TITLE							F/DIY		F A33	7.57	ENT
		****		:	·			S	R, I	okyo	, Ja	pan	
8. C/	AREER STAPF STATUS				- ' '-				E POR				
NOT ELIGIBLE . MEMBER DEFERRED . DETTAL MEASSIGNMENT/SUPI								-					
PENDING	DECLINED	TING PERI		3	CIAL (South		REASSI	anue	NT/EA	PLOY			·
31 Kay 1959		58 - 31			CIAC (Macin)	".	•						
SECTION B	EVALUA	אל בינל	DEDECT	AN	CE OF SPE	CIEIC	Diiti	Ē Ē					,
										btab	<u> </u>	-31	
List up to six of the mo manner in which employ with supervisory respon	en performs EACH sp sibilities MUST be ro	acific duty ted on thei	. Consider ability to	ONI	Y effectives	te numb	perform	ng mu player	of the	st duty	, All D.	•mpl	oyees
1 - Unsatisfactory	2 - Barely adequate	3 · Ac	coptable	4 - 0	Competent	5 . E.	cailent	16 -	Super	lor	7 - 0) ut a to	ending
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branch of some		,	-5	C	nlo cas	00T							6
SPECIFIC DUTY NO. 2	·		RATING	348		10. 5						$\neg \neg$	RATING
Conducts opera	tional limison	with	1		•							- 1	,,,,,
local intellig	ence and peour	ity .	8										
SPECIFIC DUTY NO. 3			RATING	SPEC	IFIC OUTY N	10. 6 .	:						RATING
Conducts lisison with U.S. military													
and civilian i	ntelligence ser	Beater	6			٠	,						
SECTION C	EVALUATION O	EOVEDA	PEDE	UBH	ANCE IN C	11001	NT P	SIT	ON			<u>_</u>	
Take into account everyt duties, productivity, con your knowledge of emplo statement which most acc	duct on job, cooperati yee's everal! perform	veness, pe ance during	rtinant per	sonai	traits or hob	oits, po	ırticular	limit	ation	s or to	ionts.	Bos	od on
1 . Parineme	Ince in many importan	* ******	fails to me								RA	TING	1
2 - Performa	ince meets most requi	rements by	t is defici			import	ant res	pects			'	NO,	
4 - Performa	once clearly meats ba once clearly exceeds (basic requi	rements,									5	
5 - Performa 6 - Performa	ince in every important ince in every respect	it respect i	s sup erior , lina.								L_		İ
SECTION D				FUE	EMPLOYE								
	ting boxes below, che						c applie	s to	he om	ploye	-		
- Least possible degree			Normal de		4 - Above						ling de	gres	
						1 12	T N	07			RATIN	G	
	CHARACTERI	STICS				CAB	Le SER	NED	1	2	3	4	5
ETS THINGS DONE	•												X
ESOURCEFUL													X
CCEPTS RESPONSIBILIT						₩				<u> </u>		X	
AN MAKE DECISIONS ON		RISES				 -	+-					X	
ACILITATES SMOOTH OP		· ·				-				-		_¥	+
RITES EFFECTIVELY						 					\vdash		×
ECURITY CONSCIOUS						1							X
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SCIPLINE IN ORIGINATIN	G, MAINTAINING AND	DISPOSING	OF RECOR	D4.									×
THER (Specity):								海路					
		SEE SECT	ON E O	N RE	VERSE SIDE	:							

	SECRET (White Eilled In)
SECTION E	ARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
Stress strengths and weakness work. Give recommendations f	es demonstrated in current position. Indicate suggestions made to employee for improvement of his or his training. Describe, if appropriate, his patential for development and for assuming greater re- lain, if appropriate, ratings given in SECTIONS B. C. and D to provide the best bests for determining
herd workin against a t drive, exce	times as one of the most capable, professional and g of the brench chiefs in the Station. Working ough denied area problem, he demonstrates implication, llent area background and knowledge, and a high degree
or producti	vity. He definitely has the potential for an even more
respension	hogr more
ECTION F	CERTIFICATION AND COMMENTS
•	BY EMPLOYEE
10	ertify that I have seen Sections A, B, C, D and E of this Report.
A7 April 1959	signature of Employee signed on transmittal
	BY SUPERVISOR
ONTHS EMPLOYEE HAS BEEN NOER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
	IF REPORT IS NOT CEING MADE AT THIS TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPE	RYISION LESS THAN 80 DAYS REPORT MADE WITHIN LAST 60 DAYS
OTHER (Specify):	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
7 April 1959	DC Tokyo Station signed on transmittal
	BY REVIEWING OFFICIAL
/ I WOULD HAVE GIVEN THIS	BY REVIEWING OPPICIAL IMPLOYEE ABOUT THE SAME EVALUATION.
^+	MPLOYEE A HIGHER EVALUATION.
	MPLOYEE A LOWER EVALUATION.
I CANNOT JUDGE THESE EVA	ALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
OMMENTS OF REVIEWING OFFICE	λ ι
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27 April 1959

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	FITNESS RÉI	ORT (P	art i) PERFO	ORMA	NCE		
		INSTR	UCTIONS	3		-	3
	VE OFFICER Consult curre						
The THE STERVISOR	This report is designed to our supervisor and senior	o help you i	uprest vour evelu Organisation pol	etion of	your sub	ordinate and t	o trensmi
nate where he stand	with you. Completion o	of the repor	t can help you	prepare.	for a di	scussion with	him of hi
under conditions are	rified in Regulation 20-3	70. It is 1	ecommended that ve	ou fred	the entire	e form before	completin
l'eramiel no later ti	is in the initial report	on the em	in item 8, of Sect	complet	ed and lo	twarded to the	*********
SECTION A.		ĞÊN	ERAL			-	
I. HANT (Lade)	(Firet)	(Widdle)	2. DATE OF BIRTH	- 1-	3. SEX.	4. SERVICE D	ESIGNATIO
BICH	LEDSON JACQUES	4.	20 Jan 1924		X.	DI DI	
FE, TOKY			APOR	Opa Of			4 1
7. GRADE B. DATE RE	PORT DUE IN OP		OVERED BY THIS REP	ORT (Inc	luctro de	100)	N
06-37			ober 1957 - 9	April	1958		
10. TYPE OF REPORT	1017141			x	Promo	(Specify)	
	- I sasuat				11000	WW.	
SECTION B.	IS REPORT A HAS HAS	CERTIF	SHOWN TO THE INDI	VIDUAL R	ATED. IF	NOT SHOWN, EX	PLAIN WHY
NOTI	1 1 1						
A. CHECK (X) APPROPRIE	ITE STATEMENTS:						
2 THE BEFORE METERS		****	12 1401 TI DUAL	1	0 "9" 1# C	1 00 D, A BARR TACHED 10 THIS	188 £87-
THIS REPORT DEPLET	78 THE COMBINED OPINIONS	** *****	1 C44407 C187		784 8475 870 8848 CE	n implytouál a secause (Spec	167)
1 HAVE DISCUSSED AND DEALWESTER SA		110ENGTHS					
B. THIS DATE	C. TYPED OR PRINTED NAM	E AND SIGNA	TURE OF SUPERVISOR	D. SUP	RVISOR'S	OFFICIAL TITLE	Ι,
*87 May 1958	William P	Nelson		L			· · · · · · · · · · · · · · · · · · ·
	FFICIAL: RECORD ANY SUBS			N WITH 1	HE SUPERV	ISOR, OR AMY D	THER IN-
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	.,				nan tom	מוצים מחחיים	FRTA
•		51	HS DIPTRI BAS		narios A	75 75 CO. S.	MARCE
		y.			10 0308	8 TO "15" F	111111111111111111111111111111111111111
		1:	er allen som	10110.		.I.T.J. UL A3 1	,00013
•		•					
			:	-			
I certify that any sub-	tential difference of opi	nion with t	he supervisor is	rilecte			
A. THIS DATE	B. TYPED OR PRINTED NAME						OFFICIAL
27 May 1958	official John	F. Balte	•				
SECTION C.		PERFORMANC	E EVALUATION				
. RATING ON GENERAL PE							
DIFFETIONS: Consider of the control	NLY the productivity an ating period. Coopers hi		ness with which th others doing simi	ler work	idual bein : at a sim	g rated has po iler level of	respon-
sibility. Factors othe	r than productivity will	be taken in	to account later i	n Sectio	on D.	4	· I
	PERFORM DUTIES ADEQUATEL				*		
	CEQUATE IN PERFORMANCE: A T RESPONSIBILITIES.	LTHOUGH HE I	HAS HAD SPECIFIC O	UIDANCE	OR TRAINI	MG, HE OFTEN F	AILS 10
4	WOST OF HIS DUTIES ACCEP DULIES IN A COMPETENT, E			OWE AREA	OF WEAKH	E5\$.	٠ ا
BATING 3 - A FINE P	ERFORMANCE: CARRIES OUT W.	ARY OF HIS E	ESPONSIBILITIES EI				MO P TO
THE SUPE			, ,	_			ł
CHOIENTS:	. '						
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The table of the second of the	_ (Bhen "	Filled 101	<u>an been water a day be</u>	and the same
E. PATINGS ON PERFORMANCE OF SP. LC DUTIES	• • •	<u> </u>		· 175 - 1 -
DIRECTIONS:	mote leio	ortant STECIFIC duties per	lorard during this re	ting period
Place the most important first, to not inc	lude ain	or or unimportant duties.		
b. Rate performance on each specific duty cons. c. Tor supervisors, ability to superviso will	idering always b	e rated as a specific duty	ido not tate as euper	vitore thes
The eupervise a secretary only).		and the same of th	The second second	وم سويه ليعد
d. Compare in your mind, when possible; the	,			
e. Two individuals with the same job title	may be	pertorning different dutie	. If so, rate them	on defferen
duties. f. Be specific. Examples of the kind of duties	3	1 4	and and controller	
ORAL BRIEFING	HAS AN	USES AREA ENOULEDGE	CONDUCTS INTERROGA	
GÍVING ESCTURES CUMBUCTING SBUINARS	AWAIVE	S INDUSTRIAL REPORTS	PREPARES SIMILARIES TRANSLATES GERMAN	
BRITING TECHNICAL REPORTS	WANAGE:	FILES	ACCRETATION OF THE PER	
CONDUCTING EXTERNAL LIAISON TYPING	OPERAT	ES PADIO LATES BITH OTHER OFFICES	REFPS BOOKS	
TAKING DICTATION	WRITES	RECREATIONS	MAINTAINS AIR COND	
SUPERVISING g. For some jobs, duties may be broken down eve	PREPARI	IS CURRESPONDENCE	EVALUATES SIGNIFIC	
and phone operation, in the case of a radio				
				
1 - INCOMPETENT IN THE PERFORMANCE 2 - BARELY ADEQUATE IN THE PERFOR			HIS DUTY IN AN OUTSTAN ERY FEW INDIVIDUALS HO	
DESCRIPTIVE DUTY		LAR JOBS		
RATING 9 - PERFORMS THIS DUTY ACCEPTABLY NUMBER 4 - PERFORMS THIS DUTY IN A COMPET	ENT WANN		ONE I KNOW IN THE PER	IFORWANCE OF
S - PERFORMS THIS DUTY IN SUCH A	L EINE W	ANNER		
THAT HE IS A DISTINCT ASSET ON		171C111C 0017 40. 4"		PATING
As branch chief direct	-		ith ather	NUMBER
and plans operations of denied area	5/6	U.S. agencies	TON OURSE	6
branch.		1*4C1F1C BUTY NO. 3		BATING
	NUMBER			NUMBER
liaison with local security	6			1
SCTVICOS.		1PECIFIC DUTY NO. 6		BATING
				NUMBER
Develops and handles agents	. 6		- '	
. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NC E			 -
DIRECTIONS: Stress strengths and weaknesses, part		those which affect develo	noment on present job.	
Subject is an exceedingly well-equi	pped o	perations officer.	He is nature,	
intelligent, has a thorough backgro	urid in	operations in his a	rea and the abil	ity
to grow in his job. His operationa	l plan	ning and execution i	s usually impoce	able.
Be has the loyalty of his subordina	tes an	d the respect of his	equals and supe	3~
visors. He is particularly effecti				
good sense and disinterest in "figh				
cooperation and good will. If he h				not
in impatience with his subordinates				
in an occasional unvillingness to s			•	
	•			
ECTION D. SUITABILITY FOR	CHRREN	T JOS IN ORGANIZATION		
IRECTIONS: Take into account here everything yo			adustinity conduct t	2 (34 10)
estipent personal characteristics of Aubits, speci	al defe	ta'or telentaand how	he fits in with your	team. Com-
are him with others doing similar work of about the second of the second	ne same	level.		ı
2 - OF DOUBTFUL SUITABILITY WOULD NOT				·
5. A BARELY ACCEPTABLE EMPLOYEEBELOW	AVERAGI	BUT BITH NO BEATRESSES S	UFFICIENTLY OUTSTANDI	G TO BAR-
RANT HIS SEPARATION 4 - OF THE SAME SUITABILITY AS MOST PEOP	'LE #40	W IN THE ORGANIZATION		- 1
RATING 5 - A FINE EMPLOYEE - HAS SOME OUTSTAND				
NUMBER 5 - AN UNUSUALLY STRONG PERSON IN TERMS 7 - EXCELLED BY ONLY A.FEW IN SUITABILIT			441100	i
THIS INDIVIOUAL BETTER SUITED FOR BORK IN SOME O			- C] · · · (*) · ·	IF YES.
PLAIN FULLY:				
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- 2	and Antonia stranger	the state of the s						
1 1		FILNESS REPORT (Part II) POTENTIAL						
E.		INSTRUCTIONS						
FOR THE	FOR THE ADMINISTRATIVE OFFICES. Consult current instructions for completing this report.							
to be co	ployee. It spleted en complete	This report is a privileged communication to pour supervisor, and to appropriate career and I officials concerning the potential of the supeloyee being rated. It is NOT to be shown to it is concerning the potential of the supeloyee being rated. It is NOT to be shown to it is required that you read the supervisor POR AT LEAST 90 DAYS. If less than 90 distinct the compleyee has been under your supervisor POR AT LEAST 90 DAYS. If less than 90 distinct the supeloyee, however, it must attent to the OF no letter than 30 days after the due date indicated in item 8 of Section 25% between						
- in - in-	the second second							
I. MANE	1. MANG. (Lose). (Fices). (Viddle) DATE OF STATE S. SER 4. SERVICE-DESIGNATION 20 Jan 1920 N							
1. OFF 1C	P. OFFICE OF TOKYO, JAPAN Aroa Ops Officer							
7. 6840C CS-1		1 Octobor 1957 - 9 April 1958						
	or REPORT	initial descriptions of the state of the sta						
SECTION	F.	CERTIFICATION						
		I CERTIFY THAT THIS REPORT REPRESENTS MY DEST JUDGEMENT OF THE INDIVIDUAL DEING RATED						
A. THIS C	1	D. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR C. SUPERVISOR'S OFFICIAL TITLE						
27 May	1000							
		SOFFICIAL I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEND.						
A. THIS		B. TYPED OR PRINTED NAME, AND SIGNATURE OF REVIEWING C. OFFICIAL TITLE OF REVIEWING OFFICE						
27 May		John E. Baker						
SECTION		ESTIMATE OF POTENTIAL						
		WE CACATER AESTONSIBILITIES						
MPCTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Inink in terms of the kind of responsibility encountered at the various levels in his kind of work.								
5 maring number	2 - ALBEADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 2 - WAS REACKED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 3 - MAXING PROGRESS, BUT NEEDS WORK TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES 4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILE DUTIES WITHOUT FURTHER TRAINING 5 - ALBEADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL							
2. SUPERV	12087 POTEN	ITIAL .						
ANSWEY IN SUITABLE to expres	YES, indica TRAINING, sing your o	this question: Itse this person the shility to be a supervisor? Yes No If you to below your opinion or guess of the level of supervisory shility this person will reach AFT Indicate your opinion by placing the number of the descriptive rating below which comes close pinion in the appropriate column. If your rating is based on observing him supervise, note you it column. If based on opinion of his potential, note the rating in the "potential" column.						
DESCRIP BATIN NUMBE	8 8 8	ÄYE NO OPINION ON HIS SUPERVISORY POTENTIAL ÎN THIS SITUATION Elieve individual Bould be a bear supervisor în this rind of Situation Elieve îndividual would be an average supervisor în this sind of Situation Elieve îndividual would be a strong supervisor în this situation						
ACTUAL .	POTENTIAL	<u> </u>						
3	:	A SECUP. SOLUE THE SALIC JOB (truck drivers, stenographers, technicisms or professional ap- cialists of verious kinds) unter com/ACT usus contact. It setsuint (Peret lin supervisor)						
3		a gabus or surgerisons the birect the basic job (Second line supervisors)						
	3	A SECUP. THE MAY OR MAY NOT AT SUPERVISORS, PRICH IS RESPONSIBLE FOR MAJOR PLANS. ORGANIZATIO AND POLICY (Executive level)						
	2	Dean contact of the functionary automorphatics is NOT relevant						
3		such tweetotate suppospirates. Act. vitics and sivease and aled cantrul commissation						
3 .								
		elete (1fp)						

32 (A)	TE THE APPROLITATE NO	0 / WON THE	10 months	· voue	BUPERVISION
E la ha ar	Is potential for advance now-how and supervisory alds. Although his advance or a more senior job.	talent ancement	to undertake position has been rapid for h	s of wid	or scope than he now
	On H.		FUTURE PLASS	3	A STATE OF THE STA
Su br	bject descrives at school orden his experience of more responsible job in	ime wit	hin the next year or t	wo the	orportunity to radvancement to

2. 8018	OTHER FACTORS, INCLUDING PER	IONAL CIRC	UMSTANCES. TO SE TAKER INTO	ACEOUNT IN	INDIVIDUAL'S FUTURE ASSIGNMENT
The second of th	Bone: Salaria				
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FITNESS REPORT (Part I) PERFORMANCE					
		INSTRE	CTIONS		
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FOR THE SUPERVISOR T	his report, is designed ur suméretsor end sento	to help you e	anress your evalua	tion of your su	bordinate and to transmi
nate where he stends	with you. Completion	of the repor	ť can help, you p	repere for a d	iscussion with him of hi
strengths and weaknes	ses. It is also organi	sation policy	that you show has	t Iofathis repo	it to the employee excet
eny juestion. If thi	ified in Regulation 20-	Con the emp	loyee, it must be	completed and f	orwarded to the office o
	an 30 days after the da			on A below.	
SECTION AT	(\$1(01)	(Widdle)	7. DATE OF BIRTH	I 3. SEX	4. SERVICE DESIGNATIO
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Solgo States			Area Operati	ons Officer	
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	S sannar		INT-EMPLOYEE		
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Conjuster	at Headquarters;	emisor in	C GAGTETIONS	· · · · · · · · · · · · · · · · · · ·	
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SECTION C.	J01	PERFORMANCE	EVALUATION		
I. RATING ON GENERAL P.E	BYORMANCE OF BUTTES				
DIPECTIONS: Consider C	NLY the productivity	and effective	ness with which the	ndividual be	ing rated has performed
	ating period. Compare				imilar level of respon-
Pactors other	t than productivity wil	. De THECH IN	o account tates if	, section D	
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a. State in the spaces below up to six of the			the many in the state of	
at the spaces below up to the of the		etant SPECIFIC duties	nertained during this rate	e reried.
Place the most important first. Do not inc	lule mino	f of unimportant duty	rs.	• • • • • •
b. Nate performance on each specific duty com-				
who supervise a secretary only).	, -			,
d. Compare in your mind, when possible, the	individ	ual being rated with	others, performing the same	duty at a
e. Two individuals with the same job title	may be p	erforming different d	luties. If so, rate them on	different
duties. 1. Be specific. Examples of the kind of dutie		oht he rated are:		
ORAL BRIEFING	HÂS AND	USES AREA ENUPLEDGE	CONDUCTS INTERROGATIO	NS .
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g. For some jobs, duties may be broken down ever and phone operation, in the case of a radio			ders it advisable, e.g., com	piued gel
and phone operation, in the case of a read-		·		-
I - INCOMPETENT IN THE PERFORMANCE		••••	S THIS DUTY IN AN OUTSTAND!	
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5 PERFORMS THIS DUTY IN SUCH THAT HE IS A DISTINCT ASSET OF		INNEH	**	
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SECTION .	E	GENERAL	_
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	٦.	BRANCH OF ASSIGNMENT B. OFFICIAL POSITION TITLE	
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SECTION		CERTIFICATION	
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25	25 57	Lloyd CEORCE May Cook Tokyo	
		OFFICIAL: I HEVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.	
^ 16°06	£ 1957	official diverse have and signaturated need to the SOV Branch Japan	
SECTION	g	ESTIMATE OF POTENTIAL	
I. POTENT	IAL TO ASSU	ME GREATER RESPONSIBILITIES	
7 RATING NUMBER	Ilities. 1 I - ALREA 2 - HAS R 3 - MARIN 4 - READY 5 - WILL 6 - ALREA 7 - AN EX	ring others of his grade and type of assignment, rate the employee's potential to assume greathink in terms of the kind of responsibility encountered at the various levels in his kind any above the level at which satisfactory performance can be expected expected the highest level at which satisfactory performance can be expected by proceeding progress. But needs more time before he can be trained to assume greater responsibilities of training in assuming greater responsibilities from training in assuming greater responsibilities. By assuming adjust to wore responsible duties without further training and assumed to wore responsibilities. By assuming more responsibilities than expected at his present level. Greater assumption of high responsibilities.	or
2. SÚPERVI	SORY POTEN	ITIAL	-
answer ^k is SUITAALE 7 to express	YES, indica TRAINING. ing your o	this question: Has this person the shility to be a supervisor? Yes No If you te below your opinion or guess of the level of supervisory shility this person will reach AFI Indicate your opinion by placing the number of the descriptive rating below which comes close pinion in the appropriate column. If your rating is based on observing him supervise, note you if column. If based on opinion of his potential, note the rating in the "potential" column.	ER st
DESCRIPT RATING NUMBER	2 - 81	AVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION ELIEVE INDIVIDUAL WOULD BE A BEAR SUPERVISOR IN THIS KIND OF SITUATION ELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION ELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION	
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3		A GROUP OF SUPERVISORS WHO DIRECT THE BASIC 10% (Second line supervisore)	
	3	A GROUP, THE MAY OR MAY NOT BE SUPER: ISORS, THICH IS RESPONSEBLE FOR MAJOR PLAYS, ORGANIZATION POLICY (Executive level)	"
3		DHEN CONTACT DITH INNEDIATE SUPPROINATES IS NOT FREQUENT	
3		SHEM CHMEDIATE SUBDROINATES. ACTIVITIES AND DIVERSE AND METO CVEELAT COORDISELINE	
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FORM NO. 45 (Part II) OF FORMS 45 AND 454 MICH SECRET

Potential

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Í, IND	ICATE THE APPROXIMATE NUMB	womins t	THE MATER EMPLOYEE HAS BEEN U	1008	SUPERVISION
4. COM	HENTS CONCERNING POTENTIAL .	·			
	Subject is well suited				or him. He should
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SECTIO	N M. NING OR OTHER DEVELOPMENTAL EX	PERIENCE	FUTURE PLANS		
	Sormal refresher a/o pre	sparator	r training as require	di .	
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- NOTE	OTHER FACTORS, INCLUDING PERS	STAL CIRCU	MSTANCES, TO BE TAKEN INTO A	CCOUNT IN	INDIVIDUAL'S FUTURE ASSIGNMENT
	io limiting factors or p				Y A
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SECTION	11.	DES	SCRIPTION OF INDIVIDUAL		· · · · · · · · · · · · · · · · · · ·
DIRECTIO	ONS: This section is provided ds literally. On the page be	d es en aid	id to describing the individual series of statements that	apply in s	see him on the job. Interpret
the left	t of each statement is a box of number which best tells how a	under the	heading "category." Read ea	ech statem	ent and insert in the box the
****	A . HAVE NOT CBSERY				E DESCRIPTION APPLIES TO THE
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Subject has really superb nature in terms of mental capacity, psycholo and people he comes against. He to ability among other natural aptitudes the best, he is a bit shy of humor and qualities which mitigate more against	al equiogical ups thi s. On i perso	pment for work in the bent and affinity for s off with industry the debit side and m nal understanding in	nis Organisation or the things and language measured against is some situations,	****
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28. HIS CRITICISM IS CON-STRUCTIVE

29. FACILITATES SHOOTH-OPERA-TION OF HIS OFFICE 30. DOES NOT REQUIRE STRAKE AND CONTINUOUS SUPERAL SION

FIELD FITHESS REPORT

The fitness toport is an important factor in organization personnel management. It evoks to provider I. The argumentation servicion board with interestion of value when considering the application of an individual for moderable in the career eleft; and 2. A personnel jet of job performance as an aid to the offective utilization of personnel.

INSTRUCTIONS

TO THE PIRE AMENTS PRITITE OF PRESONNE OFFICER: Con-sult current field 'amen's trained instructions' equading the initiation me transmittal of this report to head-quarters

TO THE PERLO SPECIED OR: Road the entire fore before attempting to complete ony item. As the supervisor she swiften, directs and torios the sock of the individual; etrongiha, weaknesses, and on-the-job effectiveness se

covaled by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if preciscable, with his previous supervisions to make sure the reportise excurate and complete: Primary responsibility rests with the current supervisor. It is assumed that, throughout the person this individual has been under your supervision, you have discharged your supervisory responsibilities be frequent discussions of his work, so that in a general way he know where the stands.

IT IS OPTIONAL MINTHER OR NOT THIS FITNESS REPORT IS SNOWN TO THE PERSON BEING RATED

SECTION I . DATE OF BIRTH 2. SEX 3. SERVICE DESIGNATION 20 Jan. 1924 Jacques Richardson M 3. STATION DESIGNATION (Current) GS-1h USSR Base, Tokyo 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) DUE DATE OF THIS REPORT 30 September 1955 17 February - 30 September 1955 SECTION II (To be completed by field supervisor) 2. DATE ASSUMED RESPONSIBILITY FOR POSITION 1. CURRENT POSITION Chief, USSR Rase, Tokyo 19 February 1955

- STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)
- As Chief of Operating Base:
 - Manage and direct all operations against target area, and monitor products.
 - Supervise system of development and exploitation of operational leads.
 - Supervise proper administration and support of operations, including finances.
 - Conduct or supervise effective liaison with other CIA elements, with other Government agencies abroad and, when appropriate, with representative of other governments.
- B. As Senior SR Division Officer in Area:
 - Consult with or advise other CIA and non-CIA units on target area, government, and IS characteristics.
 - 2. Make available to other CIA and non-CIA units area specialists, as required.

SECTION III (To be completed at headquarters only)

DO FOT COMPLETE FOR HEADQUARTERS USE ONLY

, AUTHENTICATION OF	REPORT AND SIGNATURES
1. MAME OF BATER (Frue)	Z. HAME OF REVIEWING OFFICIAL IN FIELD (True)
Carleton E. Swift	W. Lloyd George
3. THIS REPORT TO THE INC	IVIOUAL BEING RATED.
	NISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS FITNESS REPORT AND SIGNATURES
7 Nov. 1955 Phyllis	M. Landrum

COMPLETE FOR HEADQUARTE

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SECTION IV

ACUTION IN

This section is provided as an aid in describing the individual. Four description is not favorable or unfavorable in itself but acquires its assuing in relation to a particular job or assignment. The descriptive words are to he interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three seell blocks: this is to allow you to make finer distinctions if you so desire. Look at the statement on the left of the check the category on the right which best tells him such the statement applies to the perison-you are retried. Placing an "X" in the "Not Observed" calum means you have no aprison on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" calum means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS : CATEGORIES: APPLIES TO A LIMITED DEGREE APPLIES TO A REASONABLE DEGREE APPLIES TO AN APPLIES TO AN ABOVE AVERAGE OUTSTANDING DEGREE DOES NOT OB. NOT A. ABLE TO SEE ANOTHER'S POINT OF VIEW. B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS. 2. CAN MAKE DECISIONS ON HIS OWN MIEN ACED ARISES. 3. CAUTIOUS IN ACTION. 4. HAS INITIATIVE. S. UNEMOTIONAL. 4. ANALYTIC IN HIS THINKING. 7. CONSTANTLY STRIVING FOR 4EB KNOWLEDGE AND IDEAS. . GETS ALONG BITH PEOPLE AT ALL SOCIAL LEVELS. . HAS SENSE OF HUMOR. IO. KNOWS WHEN TO SEER ASSISTANCE. 12. CAN GET ALONG WITH PEOPLE. 13. MEMORY FOR FACTS. 14. GETS THINGS DONE. 15. KEEPS ORIENTED TOWARD LONG TERM GOALS. 14. CAN COPE BITH EMERGENCIES. 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. 10. HAS STAMINAL CAN KEEP GOING A LONG TIME. 19. HAS DIDE RANGE OF INFORMATION. 40. SHOWS ORIGINALITY. 21. ACCEPTS RESPONSIBILITIES. 22. ADMITS HES ERRORS. 29. RESPONDS MELL TO SUPERVISION. 24. EVEN DISPOSITION. 25. ABLE TO 00 HIS JOB BITHOUT (7)

		SECRET					
28. CAN THINK ON MIN PEET.			I	1 1	TIN		
27. COMES UP WITH SOLUTIONS TO PROBLEMS.					4		
28. STIMULATING TO ASSOCIATES. A SPARE PLUGM.					MI		
29. TOUCH MINDED.				T. I.	X		
30 085ERYANT.					XI.		
ST. CAPABLE.		. 1 (2.1					
32. CLEAR THINKING.							
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.					XII		
34. EVALUATES SELF REALISTICALLY.				T 1	XI		
35. WELL INFORMED ABOUT CURRENT							
SE DECIBERATE.	, .				X		
37. EFFECTIVE IN DISCUSSIONS WITH					XII		
38. IMPLEMENTS DECISIONS REGARD- LESS OF DWN FEELINGS.				IX			
39. THOUGHTFUL OF OTHERS.							
40. WORKS PELL UNDER PRESSURE.					$X \square$		
47 DISPLAYS JUDGEMENT.							
42. GIVES CREDIT WHERE CREDIT IS					\square		
43. HAS DRIVE.							
44. IS SECURITY CONSCIOUS.					X		
45. VERSATILE.					X		
46. HIS CRITICISM IS CONSTRUCTIVE.							
47. ABLE TO INFLUENCE OTHERS.							
IB. FACILITATES SMOOTH OPERATION . OF HIS OFFICE.			1 1		\times		
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.					X		
BO. A GOOD SUPERVISOR.					\times		
SECTION Y							
Capable operations officer with broad understanding of Soviet problems.							
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D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	O so Total of YES, SHY?
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<u>'</u>	
E. SHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
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F. OTHER CUMMENTS (Indicate here general traits, apecific report but which have a bearing on effective utiliset	
	•
SECT	ION VI
Read all descriptions before rating. Place "X" i	in the nost appropriate box under subsections A.B.C.4D
A. DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS: Based upon what he has said, his actions,
person has performed the duties of his job and rate	and any other indications, give your opinion of this
hie eccordingly.	person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADÉQUATELY: HE IS	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGAN-
INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH NE	IZATION. WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
HAS HAD SPECIFIC GUIDANCE OR TRAINING. HE	2. HAS STRONG REGATIVE ATTITUDE TOWARD ORGANIZA-
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.	TIONIRKED BY RESTRICTIONSREGARDS ORGAN- IZATION AS A TEMPORARY STOP UNTIL HE CAN GET
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	SOMETHING DETTER.
SIGNALLY REVEALS SOME AREA OF WEAKNESS. 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	J. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED BY MINOR FRUSTRA-
EFFECTIVE MANNER.	TIONS . WILL QUIT IF THESE CONTINUE.
B. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS	4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF-
6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING	LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	B. TENDS TO HAVE PAVORABLE ATTITUDE TOWARD ORGANI-
SONS KNOWN TO THE RATER. IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME	ZATION. MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION. THINKS
OTHER AREAT SOOT HO TES. SF YES, WHATT	IN TERMS OF A CAREER IN THE ORGANIZATION.
200	S. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BARRING AN UNEXPECTED OUTSIDE
2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2, 2	OPPORTUNITY. WILL PROBABLY ENDEAVOR TO MAKE A
	CAREER IN THE ORGANIZATION. 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN-
	IZATION BILL PROBABLY NEVER CONSIDER WORKING
m *	ANY PLACE BUT IN THE ORGANIZATION.
•	
B DISECTIONS: Considering others of this person's grade	D. DIRECTIONS: Consider everything you know about this
B, DIRECTIONS: Considering others of this person's grade and type of excignment, how would you rate him on	person is making your rating. skill in job duties.
potentiality for assumption of greater responsibili-	conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and apocial defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE . HE SHOULD BE BEPARATED.
SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN	2. OF DOUBTFUL SUITABILITY WOULD NOT HAVE AC-
PRESENT GRADE BEFORE PROMOTION TO A HIGHER	CEPTED HEM IF I HAD KNOWN WHAT I KNOW NOW.
GRADE CAN BE RECOMMENDED. 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	AVERAGE BUT WITH NO BEARNESSES SUFFICIENTLY
NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	OUTSTANDING TO WARRANT HIS SEPARATION.
SOME AREAS.	4. A TYPICAL EMPLOYEE, HE DISPLAYS THE SME SUITA.
4. BILL PROBABLY ADJUST QUICKLY TO THE MORE.	BILITY AS MOST OF THE PEOPLE & KNOW IN THE
8: IS ALBEADY PERFORMING AT THE LEVEL OF THE HERT	S. A FINE EMPLOYEE . HAS SOME OUTSTANDING
. AN EXCEPTIONAL PERSON WHO IS ONE OF THE PER	STRENGTHS.
BHO SHOULD BE CONSIDERED FOR RAPID ADVANCE-	BEQUIRENTS OF THE ORGANIZATION.
MENT.	IN THE ORGANIZATION.
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Itomo I through & will be completed by	Administrative or Person	eel 017:cec	
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Richardson Jac was	6.	I the observation	AD DE
STAFF CE DIVI		PLOS ODDA OLKIO	THE PICED, SPECIFF STATION
DD2 S8	59/E	7100	1
	6. TIPE'OF REPOR		Special
From To	Reassignment	annual	of Supervisor
18 July 1953 17 July 1955	1 100000	- Tassignent	dr supervitor
7. LIST YOUR MAJOR DUTTES-IN EPPRENIENTE			
18 July 53 - 31 Jan 54	ONDER OF IMPORTANCE, W	ILM W BAIEL GEZCHILIION	or tach. Only black bortes.
a. Manage and direct the setiv	dities of an overse	as operating branch	h.
b. Assist the division chief of	of operations in the	e planning of new	and continued oper na
e. Assist the division chief i	n parconnel progre	eming in support	f branch and field
station activities.	· , '' ·	,	
1 Peb 54 - 17 Jul 54	•		
a. Establish new domestic acti	vities branch.		4-3
b. Develop and manage operation	mal program of this	e brench, insuring	(1) continuity of
treatment by qualified pers	onnel, (2) process	dag of intelligence	e requirements, and
(3) expeditions movement of	finished intallig	enco.	and done of TO
e. Multilateral liaison with o	ther elements of C	IA, the Government	, and loreign is.
8. LIST COURSES OF INSTRUCTION CONCETED			
	ocation	Length of Course	Date Completed
Counterespionage (OTR) Wash	ington	3 20070	22 January 1954
OR course (advanced phase) app. 9. IN UNAT TYPE OF WORK ARE TOO PRIMARILY ment where I could apply the VB. 11 bifferent raon Your Resist 130. Ex- My work at headquarters has been abilities and opportunity for di	INTERESTED! I am pri rious espionare an in recent years. PLAIN TOUR CUALIFICATION ome somewhat parro	marily interested d CR techniques it as tappings, knowledge, wing in that I am	has been my respon-
		A	
3 July 1954		Nu.	
3 JULY 1958			
tone II through Is will be completed by	•	VIGANI	UK E
. BRIEFLY DESCRIBE THIS PERSON'S PERFORM		145753 TMOSP 175H 7 480	OMF.
Richardson is a superior off			
precise, and energetic, and bri			
operational problems confrontin	g him. His concer	t of staff organis	ation and
responsibility is of a high cal	iber. In hamiling	personnel, he is	perceptive and seriou
and his judgment and motivation	are of the highes	t quality.	-
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N 101, 37-151	SECRET	` 🔾	(Over) (4)

SECRET. SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERSONMANCE ON PRESENT JOB MOST NOT	
This officer has been outstanding as a staff officer	er. He is winsually talented in
his balancing of jurisdictional equities. This abili	ty reflects a broad competence,
he ever, and should not be construed so as to limit !	is future duties.
19. CM BRAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT (OR SELF IMPROVEMENT?
This officer's devotion to his duties and profession him toward inflexible declarations of position. This considerable potential, will be corrected by increase	fault, a minor one in officers of
LA. COMMENT ON THIS PERSON'S ABILITY TO MANDLE GREATER RESPONSIBILITIES N	OF OR IN THE FUTURE.
This officer is prepared for promotion and for incor staff duties.	reased responsibilities in command
	*
	, ,
3. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS	tRecommend appropriate reassignment, if
possible.)	
Dark and an annual Smart Dane Conchestors	
Richardson is presently well placed. See below.	
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Tredecraft training and a field assignment. Both	•
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	ATTACHED COPY OF MEMORAMOUM MOTIFFING THIS
PERSON OF UNSATISFACTORY PERFORMANCE.	
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SECRET SECURITY INFORMATION

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or Re 200	S PAR EN BIVISION	وط ع رق	interiffe	Field species station
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encossful operation of a pro- renate Profession of a pro- possibilities of a pro- if it were possible to by time to the rotiner	the chair that the men ender do not e	etrinistre etrinistre	wide report in	The only commistrative responsitional individual.
.0.			1.	concern.
22 Octobe	r 1953	•		- '
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1. BRIEFLY DESCRIBE THIS FER				
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SECRET SECURITY INFORMATION

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WHAT ASPECT OF PERFORMANCE	E SHOULD THIS CERS	ON CONCENTRATE EFF	ORT FOR SELF	INFROVEMENT	
He should continue	to domitor hi	a bharladan ai	r marit tan	a and aname	lana
procedures	www.		· Opostesada	a cara operac	- Comme
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MMENT ON THIS PERSON'S ABIL	LITE TO HANDLE GRE	ATER RESPONSIBILIT	162 HOR OR IN	THE FUTURE.	
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He is well equipped	to advance t	hrough increas	ding levols	of responsit	ility.
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E THERE OTHER DUTIES WHICH	BETTER SUIT THIS	PERSON'S QUALIFICA	FIONS? (Recomm	end appropriate	reassignment,
Well placed at pres	ent.			•	
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	SECURITY I	NFORMATION	
	PERSONNEL EVALU	ATION REPORT	
Stene I through 6 will be to	oppleted by Administrative or I	Personnel Officer	
RICHARDSON,	Jacques G. G	9-12 I.O. (Dop. Chi	ef)
DDP	STAFF OR DIVISION BRANCE SR SR-5	Par Bast FIELD	IF FIELD, SPECIFY STATIO
From 2-18-52 To 2-16		Adnusi ent Reassignment	Speciel t of Supervisor
	approved by the person evaluate Affred that Couple of the		
sonnel needs, etc. Am Branch for control of maintaining limited with action or document. A	talligence amores, log responsible for workin requirements, ops intell th appropriate staffs a saist or direct, as req vise preparation of all	g directly with the Di ligence, and reports. nd other Divisions who wired, specific mission	vision's Intelligence Am responsible for must coordinate any n planning at overses
	M' COMPLETED DURING REPORT PERI		
Name of Course	Location	Length of Course	Date Completed
International Politics, 102	Graduste School Georgotown University, Washington.	4 months: 3 hours' credit	5 June 1952
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nd PP Activities and this differs from my presented in the tronger so involved in the troplect many control of the troplect many controls and the troplect many controls are troplect many controls and the troplect many controls are trople	od in the conception, p one policy and of the country of the count assignment essent administrative detail the country of the	cations taptitude, knowledge, ially in that a Branch hat he cannot always gling problems. Otherw	skills). I Chief or his Deputy Tive his undivided Hise, I feel that my
O.	AVA VIIV AVA VIIV A	A	VIAVA
7 February 19	:1	My	/
DATE		SIGNAT	URE
toon 11 through 18 will be co	epleted by Supervisor		
	on's PERFORMANCE ON THE MAJOR O		

Chief, Mr. Michardson has performed his duties, taken as a whole, in a superior manner. His timely and efficient preparation of intelligence annexes, logistic and fiscal requirements and reports has been particularly outstanding. During three to four months of the past year, Mr. Michardson has acted as Branch Chief. The review of Branch operations under Mr. Michardson's direction, during the writer's absence, indicated his complete competence in supervising Branch activities. His supervision of the planning and preparation for approval of basic plans and projects of the seven (7) desk chiefs has been superior. Mr. Richardson also participated in the planning and dispatch of a difficult operational mission, acting in the capacity of Semior Case Officer. On this mission his liaison with representatives of one of the Military Services was conducted in a manner which enhanced cooperation between that S ice and this Agency.

FORM NO. 37-151

SECRET SECURITY INFORMATION

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outstanding with respect to his thorough know-
was in position to assume direction of Branch
If theroughly briefed on Division policies and n and guidance to the Branch overseas stations.
interf (FIOR) FOR SELF (MPROVIMENT) ind in two (2) languages, French and Japanese. He Russian language. He is meticulous with res- to the point of concealing the broader picture chardson to direct his attention to the broad spectrate on its details.
SPONSIBILITIES NOW OR IN THE FUTURE.
the duties of the chief SE Division represents this responsibility in the most efficient on serve a minimum period of time of approximate resent chief of the field station.
S QUALIFICATIONS? (Recommend appropriate reassignment, if
staff function for either Fl or PF activities.
t duties are not better suited to his qualifi-
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RSON?
for overseas assignment in the Par East during mmand of the Japanese language, having served
rmy. His duties at Hendquarters nave been so
ignment is being delayed until an adequate
CTORY, THERE IS ATTACHED COPY OF MEMORANDUM MOTIFYING THIS
TH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING
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THROUGH Chief of Station, Paris

Notification of Designation as a Participant in the Organization Retirement and Disability System SUBJECT

Book Dispatch 5096, dated 12 August 1965

Recent correspondence on the above subject informed you that I had determined that you met the criteria specified in the applicable regulation for designation as a participant in the Organization Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 10 April 1966.

RICHARD B. EGAN

lo E

EMORANDUM FOR: Thomas B. CASASIN (SA

THROUGH

Chief of Station, Paris

SUBJECT

Designation as a Participant in the Organization Retirement and

Disability System

REFERENCE

Book Dispatch 5096 dated 12 August 1965

- 1. Based on a review of your record and the recommendations of the Head of your Career Service and of the Organization Retirement Board, I have determined that you meet the criteria for designation as a participant in the Organization Retirement and Disability System.
- 2. The regulation governing this retirement system provides that "Any participant who has completed fifteen years of service with the Organization and whose career at that time is adjudged by the Director of Personnel to be qualifying for the system may elect to remain a participant in the system for the duration of his employment by the Organization and such election shall not be subject to review or approval by the Director." Since you have already completed fifteen years of service with the Organization, your right to this election vests upon your designation as a participant and must be exercised immediately.
- 3. If you should elect not to remain a participant in the system, you will be continued under the Civil Service Retirement System. Once your election has been made, you do not have the privilege of changing it at some later date.
- 4. It is requested that you indicate your election by checking in the appropriate box and signing below. The original of this memorandum should be returned to Headquarters as soon as possible.

RICHARD B. EGAN

Exercise of option of participant with fifteen years of service:

I elect to remain in the Organization Retirement and Disability System for the duration of my employment by the Organization.

I elect NOT to remain a participant in the Organization Retirement and Disability System for the duration of my employment by the Organization.

Signature

Date

SECRET

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7. DATE OF TEST 46-51		IVERSARY DATE		P. GRADE	· : ·	10. DATE O		
11. REASON FOR TAKING TEST	12.		. WETING (3	5)	TEST S	CORES	SPEAKING (37)	UNDERSTANDING (38)
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MPO.	1273 OBSOLETE	PREVIO	US			SEC					

S-E-C-R-E-T (When filled in)

THAINING HEPORT

French Basic Reading, Speaking, Writing-II 100 hours, part-time, 9 Apr 62 - 15 Jun 62

students

Harriette D. Richardson (Dependent) (wife of Jacques Richardson - SR) EOD Dates

Year of Birth:

Cffice

COUPLE OBJECTIVES - CONTENT AND METHODS .. Instructors W. Ray Rackley

This is the second phase in a three-phase basic sequence of 30 weeks, each phase lasting 10 weeks.

The general aim of this course is to provide a thorough grounding for the atudent who has previously had either a reading course in French or an insufficient introduction to the language. The major objectives of this phase of the course are to develop an ability: (1) to distinguish and pronounce satisfactorily all the sounds of the language; (2) to use effectively a nodest stock of French sentences and expressions; (3) to comprehend normal-speed spoken French in a variety of everyday non-technical situations; (h) to begin to read and write basic French, applying the spoken vocabulary and grammatical material praviously learned.

Classes are held 2 hours per day, 5 days a week, requiring a minimum of 10 hours of preparation per week. To receive the maximum benefit from this course each student should plan to devote at least two thirds of the class preparation time doing drill in the language laboratory.

ACHIEVENENT RECORD

Student progress is evaluated primarily on oral recitation in the form of drills and free conversation based on memorized material. In addition, several tests are given during the course. This student's rating is indicated by the asterisk.

Unsatisfactory

Satisfactory

Excellent 15

Incomplete

Mrs. Richardson was definitely a superior student. Her pronunciation was excellent and she had a solid command of the structure of French. She was somethat hesitant in new language situations, but she more than made up for this through diligent and profitable laboratory and home preparation.

FOR THE DIRECTOR OF TRAINING: KAY RACKLEY /s/d. Chief Instructor

26 July 1962

Date

S-E-C-R-E-T (then filled in)

The state of the s	· (When filled to)					
REPORT OF TRAINING AT NON-CL	DATE					
TO Director of Training ATTN: Fegiatrar THRU: Training Officer, SR Division	J. G. 51chardson CSR 6 (DD/P) 5018 1-5098					
I INSTITUTION ATTENDED		2. DATES OF TRAINING				
Remacolaer Polytechnic Institute		10-16 June 1962				

3. DESCRIPTION OF PROGRAM (Include list of courses and a copy of grades received)

Technical writers' Institute; certificate awarded

Purpose: to provide a forum where technical writers from industry and government can meet to discuss and practice writing techniques under the supervision of experienced teachers. Many of the instructors have worked closely with industry as consultants on special writing problems and trainin courses for technical writing. All of them have published in the field of technical writing.

4. YOUR OFINION OF THE PROGRAM (Explain strengths and westnesses)

This was an expollent combination of classroom prescriptions and writing laboratories. Almost all guest speakers had a useful message to deliver. The writing encouraged is of the tight-language, pure English variety, in the three estegories of informative, directive, and persuasive writing. The schedule was full, although I bolieve it could have been fuller. The five 2-hour workshops should be expended to three-hour sessions. The contact with representatives of industry was especially useful for cross-fortilisation purposes.

3. EXPLAIN TRAINING OBJECTIVES AND WHETHER THEY WERE MET

Pour our purposes, the training objectives were (a) to see that our writing techniques in the reporting field compare favorably with those in industry, (b) to meet and become known by persons throughout the nation in the technical writing field, and (c) to learn new techniques in the field of communicating technical, scientific and engineering concepts, processes, and general information. All three objectives were met. I recommend that officers from Skineports and Ski Requirements-Targets, as well as analysts from SR 6, be permitted the epecertualty to attend this same institute in future years. It is well worth the effort.

. I CERTIFY THAT I ATTENDED THE TRAINING PROGRAM DESCRIBED ABOVE.

1 8 JUR ...

J. G. Berlinger

Jacouss U. Richardson

NOTE: The original will be forwarded to the Office of Personnel for inclusion. in your official for er, 2 copies will be for OTR us

*- 60 1C49 ************

SECRET

(34-45)

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TRAINING REPORT

MANAGEMENT COURSE NO. 64

40 hours, part-time

18 students

Student: Jacques Bichardson

Year of birth: 1924

EOD Date: September 1956

Grade: 14

Office: 5R

COURCE OBJECTIVES - CONTENT AND METHODS

The Management Course is designed to familiarize scnior line and staff managers with both the theory and the practical problems of management in CIA. The underlying assumption of the course is that management development is a process of growth on the jeb. The course, however, enables the participants to examine their job activities in an environment where, guided by the instructors, they can critically examine their own actions, exchange ideas with managers from other components, and develop an understanding of the complex relationships that exist among the people, the pattern of organization, and the purposes of the Agency. The course approaches the problems of management in the Agency by discussing the formal and informal structures, concepts of leadership and communication, the problems of personnel management, and theories of planning and controlling. These subjects are related as closely as possible to the activities of the class members.

The content of the course is developed through lectures, case and group discussions, filmed presentations, and problem-solving exercises.

ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING.

netructor 7

20 February 1961

CONFIDENTIAL
(When filled in)

TRAINING REPORT

Clardestine Services Review No. 31

do heura, full-time

20 November - 9 December 1960

43 students

Student: Jacques G. Richardson

Year of birth: 1924

EOD Date: November 1949

Grade: 68-14

Office: DDP/SR/6

COURSE CEJECTIVES - CONTENT AND METHODO

This course aims to develop in the Clandestine Services officers, and others, recently returned from the field on up-to-date macreness of the role of CIA in the United States intelligence community, the relations of the ID/I area with the CS and the support available from the offices of the ID/S. Recently this course has been designated as an alternate pre-requisite for CIA officers nominated for certain external training.

The course is presented by lectures given by STA officials who are directly responsible for the missions, functions, programs, and services discussed. Each lecture is usually followed by a short question period. Approximately 10 per cent of the students' time is scheduled for reading pertinent up-to-date regulations and background numerics.

ACHIEVEVENT RECORD.

This is a certificate of attendance only; no attend was made to evaluate student achievement in the course. This student was conscientious and regular in attendance.

FOR THE DURECTOR OF TRAINING:

21 December 1960

NAME RICH	ADSON, J. cones u	Div	SR/5	
		. ,		
SUBJECT	Elaps & Seals -	Basic Familiaria	zstion	· · · · · · · · · · · · · · · · · · ·
DATES TRAINED	FROM	2	TO	3 December 195

EVALUATION:

Did good work. Appears to have a good understanding of the basic principles involved. His attitude inclass reflected his interest in the work.

Note: This course is only for familiarization. It does not qualify student to engage in the opening of mail.

Shana

Please return three copies of this form to TSS/TD.

Distribution:

1 - OTR/Registrar

1 - TSS/TD files

NAMBJr	ck michardson			Div	SR	
,			·.·			
SUBJECT_	Audio					<u> </u>
			- ;:		. ,	
DATES TRA	INEĎ	FROM	29 Nov.	1954	TO_3	Dec. 1954

. EVALUATION: Although lacking a background in electronics, Mr. Richardson was able to grasp the instructions given and correctly interpret it. I feel that Mr. kichardson would be able to correctly evaluate audio opportunities and to equip and direct such an operation with the exception of the telephone tap. Mr. Richardson is not qualified to perform maintenance on the equipment.

Please return three copies of this form to TSS/TD.

Distribution:

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OTR/Registrar TSS/TD files

CSR A POLITY 195

S-7-C-8-1-7

TRAINING EVALUATION

Counterespicance Course No. 20

RICHARDSON, Jacques G.

Learn Sox Male 4-22 January 1954
Sox Dates of Cource

20 Jan. 1924
Date of Sirth Son Grade or Rank Office

Chief of geographic branch.

Projected Assignment or Present Position

The Counter-spionage Course is a specialized course of three weeks' duration designed to expose the student to CS principles and practices and to indestrinate him therein. The course is conducted on a seminar, round-table basis. Emphasis is placed on student participation during staff and guest lectures. Ample time is allotted for reading the extensive material provided.

Fach struct is required, starting mid-way in the second week, to give a presentation before the class. This hour-long presentation is based on a problem assignment given the student by the staff. Exception is made where students have the field or headquarters experience in CE or a related field; such a student is permitted to give a con-hour lecture based on specific experience. The "canned" problems are selected to tost students! ability to de CE research, collate, make logical analyses, and present ideas effectively to a seminar group.

This evaluation is based primarily on the student presentation, and to a lesser degree on participation in seminar discussions when conducted by the staff.

RICHARDSON, Jacques G.

- 1. Mr. Richardson ranked first in a strong group. He applied himself effectively throughout the course. His seminar contributions aided materially. He drew freely on a sound operational background and was by all odds the top student.
- 2. Student Presentation: Mr. Richardson presented a case with which he was familiar from his own experience. It was a first-rate performance. The material was very well organized and crisply prosented. So effective in fact, that Mr. Richardson will be called upon to give the same discussion in subsequent CE courses.
- In my opinion Mr. Richardson is fully qualified to act as senior CE officer.

Chief Instructor, CS Course

TRAINING EVALUATION

In . The credicial to whom this report is entructed is	:. the rep	ort surraria	res the findings, observations, em
Personally responsible for it. Attnough ne mag aithin	opinions of	the various	Instructors during the course
his discretize show it to other members of his staff, the			terence to other facts or finding
report should never be shown to the student whom, it	about' the s	tudent. Wor	e complete data is available in
Concerns.		-	ing Division and may be examined
			cords and Scheduling Officer.
RICHARDSON			•
		3	Noy 1950
21/05/11.2 174	DATE OF REPO	ORT	AW 1570
TRAINING STATES Advanced Operations V		OPC/ YED	GRADE 08-7
TRAINING COLESE! Advanced Operations V	DIV IS 104	OF OF SEE	GRADE US-1
			es's Pol. Verfare Officer,
TRAINING TERES 27 Harch - 21 April 1950	PROJECTED AS	SIGNMENT AL	A. P. LOT. ATTITUTE CT. TOTAL
1. FRECRMANCE RECORD. The following grades show the			
tions. The total possible score is proben down to indicate			•
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Excellent: 92 to 1004 Superior.	•		
	7011	ble Score	Achieved Score
FACTS 421 Comprehension of mission of OSO		1401	3 0
(2) Comprehension of mission of UPC		1401	30
(3) Comprehension of operational procedures		(25)	16
tel comprehension of operational policy		1251	16
(%) USSR and Communicm (clandestine aspects)		(20)	15
Skills it Evaluation of operational data		(30)	24
		•	24
tri Operational planning		(30)	
LSI Operational mechanics		(30)	23
(3) Personality analysis		(30)	21
GCI Personality manipulation	• • • •	1301	16
TOTAL		(300)	03 d
		.,,,,,,	215
2. TRAIT CHARACTERISTICS RECORD. The following indical instructors suring the training period. The observations in ing as self as his reactions to various problems and situational trait has not been observed, the lower numbers indicating be	clude the stu ons. A scale	dent's part of 0 to 10	icipation and conduct in train— is used, O indicating that the
	ou iverage,	and the mig	nor matering about averages
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1221 Apility to handle and direct people		· · 🚯	
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3. <u>Clament.</u> to be used only in cases of outstanding st	rengths or me	*********	
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TRAINING	EVALUATION	
1. The afficial to whose this report is entrusted is spreadfully resonable for it. Although he way, within his discretion, show it to other embers of his staff, the recort should never be shown to the student whom it concerns.	opinions of the sarious i listed only, aits, no rese ebout the studers. Were the files of the Training	the findings, observations anstructors during the course rence to other facts or finding conflicts and the data is available in civilizion and may be examined res and scheduling Officer.
STUDENT'S LIKE	DATE OF REPORT 10 APT	11 1950
TRAINING COURSE Operations	DIVISION OPC/FED	GRADE 7
TRAINING METER 20 February - 17 March 1950	PROJECTED ASSIGNMENT ABST	t Fol. Harfarn Officer
1. PERFORMANCE RECORD. The following grades show the tions. The tetal possible acore is broken down to inclicate adjectival rating is based on the following scales Q to 50 Excellents 64 to 1008 Superior.	e the relative neighting of	various factors. The overzii
	Possible Score	Achlaved Score
tli comprehension of basic principles of clansestine	(40)	28
(2) use 2* tradecraft tability to apply principles 2* standastine operations)	(50)	32 .
the Abitity to evaluate operational data		15
(4) azītāty to use operational data	(20)	14
(5) Planning		19 17
(6) Fersamolity analysis		12
(I) Personality manipulation		21
(9) Attention to detail	*	14
(10) Organization and presentation of written operation		
material	•	16
TOTAL	(300)	218
Overall asjectival rating Satisfactory (73%)		•
Instructors caring the training period. The following indicitinstructors caring the training period. The observations is seeil as his reactions to various problems and situations, trait has not seen observed, the lower numbers indicating be	nclude the student's partici . A scale of 0 to 10 is use flow average, and the Pigner	pation and conduct in training d, C indicating that the
(1) Esisty to got along and work with people	Batter 7	
12) saidity to grasp instructions	6	
(3) Intrasiasm and Interest in work	6	
(%) inexistriousness		
(5) Practical Intelligence		
151 4statemess		
(2) Adopta Pility		
(9) Stability		-
ttel Initiative		
1218 Imagination	6	
(12) ability to handle and direct people	. i 7	:
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APPROVED.

FORM BO. 31-05

TRAINING EVALUATION

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STUDENT'S A	^-	DATE OF REPOR	10 February 1	950
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TRAINING PE	100 9 January - February 1950	PROJECTED ASS	CHENT Warfare	
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	total possible score is broken down to indicate		• •	
	rating is based on the following scales: 0 to 59 90 to 100% Superior.	s uneatleractor	1: 00 to 798 Set 1674	ctory; 80 to 895
faceeut.				
4	Problems		Possible Score	Achieved Score
(1)	Reporting of Information		(30)	20
(2)	Message Writing		(5)	.4
(3)	Interviews: Procurement of Informa		(25)	, 17t
(年)	Interviews: Personality Handling		(25)	16
(5)	Mapping and Sketching		(30)	26
(6)	Observation and Description		(30)	25
	Objective Tests			
(7)	Intelligence Tools and Objectives		(25)	18
(8)	Reporting Mechanics		(20)	15 .
(9)	CIA Security Regulations	• • • • • • • • •	(10)	9
· (10)	USSR and Communism	• • • • • • • • •	(50)	31
	TOTAL		(250)	178
•	Overall adjectival rating	• • • • • • • • • •	Sat	isfactory
	•			•
2. TRAI	T CHARACTERISTICS RECORD. The following indica-	tes the various	personality traits	as observed by the
	luring the training period. The observations in		•	•
,	s his reactions to various problems and situation			
reit nes not	been observed, the lower numbers indicating be	low average, th	e higher indicating (spove average.
			241100	-
(23 Ab!	fity to get along and work with people		• • 6	

						Rating
(2)	Ability	to get along	end work with	h people		٠-6-
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131	Enthusia	em and Intera	at in work .			7
(4)	Industri	Ousness				7
(5)	Přectice	i intelligens	• • • • • • •		<i></i> .	7
(7)	Adaptabl	lity				5
183	Effectiv	eness				7
192	\$tab 11t	,				8
1101	Initiati	** • • • • •	<i>:</i>		<i></i>	6
(11)	Imaginat	ion				0
(12)	Ablilty :	to handle and	direct peopl	• • • • • • •		6

AMENDMENT TO ALLOWANCE COMMITTEE ADDENDUM For Staff Agent, (Thomas B. CASASIN)

Mr. Thomas B. Casasia

Dear Mr. Casasin:

Effective 25 May 1970, your current Allowance Committee Addendum, as amended, is further amended by substituting the following for sub-paragraph (B) entitled "Other Allowance Entitlements":

time, non-taxable Agency payment of \$235 in lieu of your entitlement to reimbursement for the round-trip educational travel of your daughter from Paris to Norton, Massachusetts, and return to Paris. Payment of this amount will be by deposit to your bank account. This payment and the fixed allowances as set out in subparagraph (A) above are in lieu of your Agency overseas allowance entitlements except that upon your return to a domestic permanent post of assignment you will be entitled to a home service transfer allowance in conformance with applicable Agency regulations.

All other provisions of your Allowance Addendum, as amended, remain in full force and effect.

UNITED STATES GOVERNMENT

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APPROVED:

Allowance Committee

JEURET

ADDINDUM TO STAFF AGENT SUPPLEMENT For Thomas B. CASASIN, Effective 5 August 1962

Mr. Thomas B. Casasin

Dear Mr. Casasin:

The Agency Allowance Committee is authorized to modify the entitlements of a Staff Agent for cover, operational or security reasons. Based upon that authority, on 7 June 1906, the Committee made the following determinations which will apply to your Agency overseas assignment in Paris. France under non-efficial cover. These determinations supersede and modify any provisions of your present Staff Agent Supplement which conflict therewith:

- (a) Fixed Allowance. Iffective the day of your return to Paria you are herein authorized a non-accountable, non-taxable fixed allowance calculated at the rate of \$7,580 for the following year, i.e., for a one year period. If required, advances may be granted by an Agency authorizing official. This fixed allowance is in lieu of your Agency overseas allowance entitlements except that upon your return to a domestic permanent post of assignment you will be entitled to a home service transfer allowance in conformance with applicable Agency regulations. Agency fixed allowances are also in lieu of entitlements to (1) reimbursement for the overseas operational use of your POV and common carriers in and around Paris and (2) storage of your HHE. Cuarters will not be furnished you by the Government or by your cover facility during the period covered by these fixed allowances.
- (b) Exemption from Cifeet. During this one year period of your overseas assignment, you are herein authorized to retain, without offset, the housing and cost-of-living allowances of your cover facility.
- (c) Requirement of Cortification. You agree to certify, when requested, that payments made to you as set forth herein have been expended for the purpose for which made and have not accrued to your personal advantage or enrichment. You will repay any amount for which you cannot provide such a certification. You understand that you are not required to make financial accountings for amounts received under (a) above.

Allowance Committee

ACKNOWLEDGED:

Thomas B. Casasin

activities will be retained by you as an offset against the gross emoluments due you from this organization. If, except as provided in paragraph 4 below. your cover emolaments ever exceed those due you as a Staff Agent, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified. (b) Your Federa! income taxes will be withheld and reported in conformance with MR 20.33 or any autosequent regulations or procodures promulgated by this organization. For your information, this organization shall withhold from the gross payments due you Federal income taxes in an amount which, when added to the income taxes withheld by your cover facility will equal the tax withholdings normally made from vior groce taxable compensation with this organization. If there is no after-atial or if it is insufficient, you will be required to make tax committances in conformance with hB 20-661-1. Also, that fesuance together with R 30-720 covers the procedures to be followed in order to receive raimbarsement for foreign sacorae taxes imposed upon you. (c) This organization will deduct from the gross payments due you an amount equivalent to an and one half per cent (6 1/2%) of your gross extary for contribution to the Civil Service Retirement Fund, This amount will be defacted from the differential due you by this organization. If there is no differential as if it is insufficient, you will be required to make direct months agen to this organization in satisfaction of the required contributions, (d) U permanent quartiers are not furnished your quarters allows ance will be granted at the maditions rate established for your post of assignment. family status and grade. No accounting for this allowance will be required, If your position requires that you make contribution to the Social Security Fund, such contributions will be at your expense. However, involuntary contributions for cover facility programs, such as insurance and retire; ment, may be considered items of expense to this organization, and in

Supplement to Stall Agent, Personnel Action

In view of your contemplated cover susignment, you have been designated a Staff Agent. The purpose of this Supplement is to call your attention to existing policies which are particularly material to you while you are so designated and to set forth certain rights and obligations

respectively, and you are catifled to receive the solary, allowances and other benefits applicable thereto, however, coreain procedural variations

(a) The grous empluments that you receive from your cover

will be followed to preserve the 'security of your cover position,'

1. Payroll Administration. As indicated in your Staff Agent Fersonnel

Ellective

and GS-116

Thomas U. Casasin

incident to your status as an appointed employee.

Action, your present halary and grade are \$13,510,

Thomas B. Casasin

Dear Mr. Casasin

sain case any mornes you receive as a result of your participation in such programs, must be returned to this organization. Whether participation in a particular cover facility program is involuntary will be neteriored by this organization.

- district Cover Premium Pay. You are hereby authorized Nonofficial Cover Premium Pay in conformance with applicable organizational assumes. For your information currently this premium pay is ten perfect of your base salary, represents additional taxable compensation to you and is applicable for that period of time you are assigned under non-inflicial cover:
- 3. Equalization Allowance. You are hereby authorized an equalization allowance in accordance with applicable organization issuances.
- 4. Travel Expenses. You will be entitled to travel, transportation and storage in conformance with the regulations of this organization. HR 20-2c provides that travel expenses of integrated personnel will be allowed in accordance with the regulations of their cover organizations of HR 22, whichever allows the greater amount.
- 5. Travel Penalties: You herein agree that your assignment abroad will be for a minimum of from the date of your arrival at your permanent post of duty, unless such assignment shall be sooner terminated by the Government for its convenience. Your violation of such agreement may result in regulatory travel penalties. HR 22-6 provides that if the agreement is violated during the first year of duty abroad, expenditures for travel and transportation to the post, including per diem while at headquarters and storage of effects, chall be reimbursed by the employee. If the agreement is violated after the first year of duty, but before the completion of the minimum tour agreed to above, return travel at Government expense shall not be allowed.

	AGREED:
released in writing by knowledge that violated	You will be required to keep forever secret this Supplement which you may obtain by reason hereof (unless the Government from such obligation), with full on of such neurocy may subject you to criminal prosemage Laws, dated 25 June 1948, as amended, and and regulations.
	UNITED STATES GOVERNMENT

BY Fersonnel Officer

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PRE-EMPLOYMENT	HDQS/TDY XXX OVERSEAS ASSIGNMENT BOMO	leave & to Station	
ENTRANCE ON DUTY	1 ' 1	October 1967 STATION Paris, Prance TOY OF PCS TYPE OF COVER	
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DISPATCH SECRET Chief. European Division FROM Chief of Station, Paris Medical Reference: OFPS-10932 CASASIN's dependents took physical examinations at the American Hospital in Paris on 20 February. Since, because of his cover there could be no LNHARP connection, CASASIN's dependents made arrangements for their physicals as private citizens, on the pretense that they required statements that they were in good health in order to obtain insurance. Obviously, forms 88 were not prepared; the attached certificates of good health and freedom from contagious disease are all that is normally given to private individuals in France. We hope they suffice. Attachment - U/S/C via TNP As Stated Above Distribution: -3-Chief, Eur-Div w/att usc-tnp 1.90 17 1958 CROSS REFERENCE TO 11 March 1968 OFPT-13839 HCS FILE NUMBER CLASSIFICATION

Chief of Station, Paris

Chief, EUR
Administrative/Fersonsel/Modical
Dependents of Thomas B. CASASIR

The Cflice of Eedical Services has advised that Thomas B. CASASIN'S dependents did not take physical examinations prior to their PCS return to Paris. So that CASABIN's dependents may be fully covered under the Overseas Eedical Program, it is essential that arrangements be made for their physicals to be taken in the field and the results forwarded to Headquarters as soon as possible.

Daniel J. LHURIGAN

DIETRIBENON: 3-CCC, AGIS

20 007 1967_

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Complete in duplicate. The data recorded on this of government expense, overseas daty, return to mation required in the event of an employee eme	residence upon se	eparation, and for providing	Currentieside	nce and dependency infor-
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· · · · · · · · · · · · · · · · · · ·		, , ,		
3.	· MEMBERS	OF FAMILY		
MARRIETTE D.	ADDRESS (No., St	root, City, Zone, State)		TELEPHONE NO.
	BIZ LAMOS	DPL, INEX,	VA	KI 9 1437
PAMELAA.	ADDRESS	SALLE		E P CED ED
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MICHELLE D.		,,		F 55ED53
NAME OF PATHER-(Ocasia cualdian)	ADDRESS			ELEPHONE NO.
DOHN B. RICHARDSON C NAME OF MOTHER (UI lomato guardian) DECFASED	1748 WY	MAN PKY, BALI	0,40	55.5240 ELEPHONE NO.
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SEPARATE

BIOGRAPHIC DATA SHEET

NAME: RICHARDSON, Jacques Gabriel DOB: 20 January 1924

Date of Grade 16 January 1955 GRADE: GS-14

Wife . MARITAL STATUS: Married DEPENDENTS:

Daug - age 11

CAREER SERVICE DESIGNATION: D Daug - age 8

EDUCATION:

1940-42 Sir George Williams College, Canada - French

1942 1945 Trinity College, Conn. - French (year)
Univ of Michigan - BA (1947), Oriental Civilization, Japanese

1951-52 Georgetown Univ. - International Relations

PRIOR ORGANIZATIONAL EMPLOYMENT:

1940-41

Jacoby Photographers, Montreal, Canada - Photo Tech (part-time). T. Eaton Co., Ltd (dept store), Montreal, Canada - Salesman 1941-42 (part-time).

1943-48

Military Service, U. S. Army, 1st Lt. (1946-48, G-2 Japan). Guide Publishing Co., Baltimore, Md., County Editor of weekly 1949

newspaper (4 months).

Housing Authority of Baltimore City, Md., - Planning Admin. off-1949

icer (6 months).

1955-56 Seikei Univ., Tokyo, Japan - Current Affairs English Seminar

Leader (part-time).

LANGUAGE PROFICIENCY:

- Reading and Writing - Elementary; Speaking - Pative (Oct 1960). - Reading and Speaking - Elementary; Writing - Intermediate. French

MILITARY RESERVE STATUS: NOME

ORGANIZATIONAL TRAINING:

1950	Basic Intel	1954	Counterespionage
1950	Staff Orient	1954	Audio Surv Mgmt
1950	Ops -	1954	Ops Audio Surv Eq
1950	Adv Ops	1954	Flaps and Seals
	Intel Orient		Intel Rptg Tech
1950	Ops Famil		Cland Serv Roview
	UTGA		Mgmt Course
	Documentation	1961	IBM Program. Orient. Course

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SEPARATE COVER ATT

BIOGRAPHIC DATA SHEET

RICHARDSON, Jacques Gabriel

ORGANIZATIONAL EMPLOYMENT:

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Nov 1949
Oct 1950
I.O., GS-7, OPC/OPS St/FBD Area III, Hqs
I.O., GS-9, OPC/FE-3/Ch, Soviet Desk, Hqs
I.O., GS-9, OPC/FE/Dep Ch, FE-3, Hqs
Jan 1951
Jan 1952
Ops Off, GS-12, OSO/SR/Dep Ch, SR-5, Hqs
June - Oct 1952, TDY Hawaii, Alaska & Pearl Harbor
June - Jul 1953, TDY Japan and Korea

Jul 1953
I.O., GS-13, KUDOVE/SR/Ch, SR-5, Hqs
Jan 1954
Area Ops Off, GS-13, KUDOVE/SR/COPS/Ch, Spec Def Rec Proj, Hqs
Feb 1955
Area Ops Off, GS-14, KUDOVE/SR/FE/Japan/Ch, USSR Base, Tokyo
Oct - Nov 1955, TDY Hong Kong, Thailand, Malaya and Burma
Mar 1956
Area Ops Off, GS-14, KUDOVE/SR/Tokyo Sta/Dep Ch, Sov Br, Tokyo
Nov - Dec 1956, TDY Hong Kong and Australia
Oct 1957
Oct 1960
Ops Off, GS-14, KUDOVE/SR/Tokyo Sta/Ch, Ops Br, Tokyo
Ops Off, GS-14, KUDOVE/SR/Ch, Branch 6, Hqs
```

PERSONNEL EVALUATION:

Fitness Report, 10 April 1958 - 31 March 1959 "Subject continues as one of the most capable, professional and hard working of the branch chiefs in the station. Working against a tough denied area problem, he demonstrates imagination, drive, excellent area background and knowledge, and a high degree of productivity. He definitely has the potential for an even more responsible position." Fitness Report, 1 April 1959 - 24 June 1960 "In most respects, this officer is one of the best I have known in this agency. He has a broad and deep knowledge of his target area, as well as of his 'host country'; an excellent and proven degree of operational 'know-how'; the ability to write and speak lucidly and effectively and with apparent ease; and a very high degree of motivation and devotion to duty." Fitness Report, July 1960 - October 1961 "Subject supervises a very large and key branch engaged in a wide variety of activities, a difficult job which he does well."



Section

\$10/ss

My JRION

1 February 1962.

MEMORANDIM FCR: Central Cover Group/Non-official Cover

VIA

SR/35

SUBJECT

Cover requirements for Thomas B. CASASIN (P)

- 1. Information keyed to your format "Nonofficial Cover Request for Individual" is transmitted herewith.
- 2. SR would like to have a durable, permanent cover established for Thomas B. CISASIN as quickly as possible. CASASIN is presently a staff employee in Headquarters. He will be available to develop and undertake cover preparations as soon as Cover Group has completed the necessary arrangements.
- 3. It will be convenient for CISASIN to discuss cover plans and preparations with you whenever you wish. Miss Ruth Paul (ext. 3839) will serve as Meadquarters case officer and will be pleased to provide any supplementary information you may require.

John Gerry Chief, SR/2

Attachment: As stated in Para 1, 2 cy

1. PERSONNEL	SERIAL NO. 4					Filled In)		· 	12.10 NO.
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UNITED STATES GO. ERNMENT Memorandum

Mary E/Pers.

3 October 1967

FROM :

Registrar/OMS

SUBJECT:

Richardson, Jacques G.

Subject has been evaluated by OMS and found to be qualified for proposed assignment.

UNITED STATES GG. ERNMENT Memorandum

Mary E/Pers.

3 October 1967

FROM :

Registrar/OMS

SUBJECT:

Dependents of Richardson, Jacques

No medical disposition. Dependents will be evaluated when

physicals are received.

SECRET

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MEMORANDUM FOR:

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ATTENTION

Security Of Loop

SUBJECT

Establishment of Official Cover Backstop

REFERENCE

Form 1322, dated 9 September 1960.

1. In compliance with above reference, official cover backstopping which utilizes the ______

has been established for the above-nared individual. All information concerning this cover arrangement is available in the Official Cover and Liaison Section, CCD.

- 2. It is requested that OCL/CCD be notified when this cover arrangement is no longer required. Any changes in the Subject's Head-quarters status should be coordinated with this office for the determination of need for continued documentation and cover.

IS PAUL P. STEWART

JOSEPH M. ADAMS Chief, Official Cover & Limison, CCD

cc: Personnel Security Division, Office of Security

A. General Information

- (1) Thomas B. CASASIE (P). Aliases: John F. Reynolds, John R. Williams, John F. Martin, Mr. Black, John J. Kennedy, Lt. Col. Williams, Mr. Robbins, John Raincy, Mr. Richards, Mr. Roberts. Cover development has not been previously requested.
- (2) Staff employee, G3-14, Step 5; total compensation under cover should be publicly within range of current actual compensation.
- (3) Employee: fully cleared; wife previously had CSA for contract work in Japan, not overtly affiliated with CIA (cover was Army). Spouse is aware of employee's status.
- (4) Medical status CK
- (5) Employee has had psychological assessment and technical interviews. Results presumably satisfactory.
- (6) Current covers industrial limison officer, Army Scientific Limison and Advisory Group. Previous cover (Nov 1954-Rep 1960): supervising foreign affairs specialist, Detachment 1, Army Froperty Disposal Sales Agency, APO 94, San Francisco. Earlier cover (Nov 1949-Nov 1954): editor, International Press Section, USIA, in Washington. All were backstopped.
- (7) New cover can be assumed at any time.
- (8) Proposed departure date oversess is roughly susmer 1962, but is flexible.
- (9) SR/Support and SR/COA funds will be available to support any operational expenses and financial commitments made to the cover organization.

B. Biographic Information

- (1) DPCB: 20 January 1924, Baltimore, Haryland. Kele, caucasian. Harried, two children (girls, 8 and 11). Current address is 312 Lamond Place, Alexandria, Virginia. Previous address was 344-C 3 chome Harajuku, Shibwya-ku, Tokyo, Japan.
- (2) Adult dependent to accompany is wife, who resides with employee, and on whom bio data is available in the Office of Security. Both minor daughters would accompany overseas.

- (3) Educations Bi, U of Michigan; graduate work in international relations at Georgetown University.
- (4) Professional experiences part-time work during college years as apprentice and journayment photo technicism; part-time work as photo equipment salesman; newspaper assistant editor, about \$2,100 per annum; assistant to chief, planning division of housing authority of major city, \$3,100 per annum; employed since then by CIA, pay range of \$3,800 to \$13,250 per annum.
- (5) Outside interests: photography, including own processing; writing, editing non-fiction and some fiction; gardening and do-it-yourself wood and metal working; interest in mechanics and electricity; interest in organization, management, and administrative planning; member, British Interplanetary Cociety; former associate member, American Astronautical Society; former member, Japan Rocket Society. Interested in sports cars and other high quality automobiles and trucks. Skiing, swimming, horseback riding, hiking, camping, alpirism.
- (6) Objective personality evaluation: An exceedingly well-equipped operations officer, combining an excellent knowledge of the target area and of the base country with proven operational know-how and a mature, dynamic, self-confident personality. Has a great facility to express himself in writing and orally. Very effective in dealing with people on various lovels, poised and businesslike.
- (7) Financial status: almost wholly dependent upon job income. Cutstanding debt is mortgage on house (about \$20,500).
- (8) Previous foreign residence: Canada, 5 years; Japan, 8 years. Tourism and official travel (including war service) for shorter periods to the UK, France, Belgium, The Netherlands, Most Germany, Switzerland, Italy, Austria, Denmark, Japan, Norea, Okinawa, Hong Kong, Thailand, Burma, Malaya, British North Borneo, Australia, and the Philippines.
- (9) Speaks Fronch and Japanese (tested in both).

C. Eccurity Considerations

- Employed by CIA 12 years and two menths. Security approval is TOP SECRET dated 10 June 1949.
- (2) Employee will know specifically of CIA interest.
- (3) Laployee has had normal steff employee access to CIA buildings.
- (4) Identification of CIA connection to others: a few close friends and neighbors are awars that employee has worked for CIA since spring 1961 on detailed basis from Pentagon. Employee has been exposed to foreign intelligence services, but always under alias, and in all cases but one for short, one-time purposes. Exceptions the Japanese, who know employee as John Reynolds. Turned up once in a Japanese police report as a

possible intelligence-connected person after having been accosted by a Japanese policeman in a CIA safehouse which had evidently been compromised without Station's knowledge. Government claimed no knowledge of employee's intelligence connections. Employee has one close acquaintance in proposed area of assignment who knows of employee's true connections. Acquaintance is former staffer, discreet, and who wants to protect his own reputation and status locally.

- (6) There are no other known problems bearing on security.
- (7) Employee has used overseas cover designations and Headquarters; Army Scientific Liaison and Advisory Groups and USIA for cover backstopping for non-operational purposes.
- (8) After the forthcoming tour, it is hoped that the employee will be able to continue in a non-official cover capacity, or convert to the most appropriate official cover dictated by operational and administrative planning needs.
- (9) This is a request for permanent cover.
- (10) Theodore G. Briscoll, 722 S. Royal Street, Alexandria, Virginia.

 Pather-in-law of employee. He is not witting of Subject's CIA employment.
- (11) Insurance: WALPA and "Eisenhover" payroll-deducted insurance. Have personal policy with Massachusetts Mutual, taken out while under Army cover. Wife is beneficiary in all cases.
- (12) No Selective Service or reserve status or responsibility.

D. Operational Information

(1) Type of Operation

FI-CA management of large group of agents earlier recruited by others for REDWOOD purposes, including termination of marginal assets.

Spotting, assessment, and reporting potential new recruits.

Recruitment of agent-candidates <u>outside</u> the country of assignment when necessary.

Clandestine support and communications of own and others' operations.

Other tasks set out by Station, within cover and time-available capability.

(2) Location

Paris, France. Alternates: Brussels, Belgium; Luxeabourg; Geneva, Switzerland.

- (3) Employee should be relatively free to travel on short trips to nearby countries of Western and Middle Europe. Times and intervals will probably be dictated by the Paris Station.
- (4) Special groups the employee should be able to contact

Although it is not essential, it would be desirable if the employee's cover permitted him to initiate and maintain contacts in the scientific, technological, commercial and engineering fields.

- (5) Income directly attributable to cover should be in the range of \$10,000 per annum, with supplementary income attributable to commissions, retainers, piece work fees, personal resources, etc.
- (6) Employee should be able to devote upward of 30 hours per week to operational duties.
- (7) Communications channels desired

Communications will be (a) directly with Station; (b) indirectly with Station via dead-drop, S/W, accommodation addresses, cut-outs, or any combination of these, or (c) in unusual circumstances via Headquarters or third country points. It is not desired that the cover facility provide an operational communication channel.

(8) Cover Suggestions

Suitable covers might include: technical publication representative, correspondent, or editor; book or manuscript agent or publisher's representative; corporation, service, or management consultant's representative; prestige or representational agent for large firm, service, institute, or association. The cover vis-a-vis the target is less important than the status afforded by the cover to the eyes of the host government, i.e., a reason for being there.